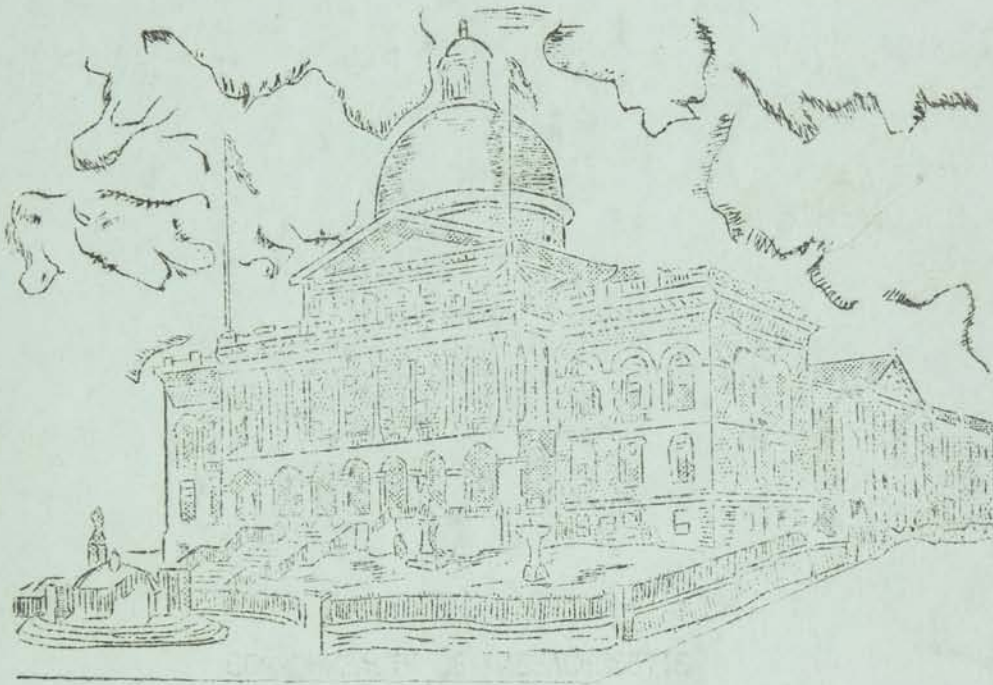


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COMMONWEALTH OF MASSACHUSETTS : Dept. of civil service and

registration: Division of Civil Service



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ANNUAL REPORT OF THE DIRECTOR OF CIVIL SERVICE

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THE COMMONWEALTH OF MASSACHUSETTS  
DEPARTMENT OF CIVIL SERVICE AND REGISTRATION  
DIVISION OF CIVIL SERVICE

COMMISSIONERS OF CIVIL SERVICE

PHILIP V. ERARD, Chairman, Springfield  
Term expires March 1, 1953

CHARLES E. CAMPBELL, Beverly  
Term expires March 1, 1951

WILLIAM P. CONSTANTINO, Clinton  
Term expires March 1, 1952

W. HENRY FINNEGAN, Everett  
Term expires March 1, 1949

LUCY WISNIOSKI, Chicopee  
Term expires March 1, 1950

DIRECTOR OF CIVIL SERVICE

THOMAS J. GREEHAN, Belmont

LOCAL REPRESENTATIVES

OF THE DIVISION OF CIVIL SERVICE

BROCKTON -- MARY E. CONNOLLY, City Hall  
CHICOPEE -- HELEN M. TREMBLAY, City Hall  
FALL RIVER -- LORENZO E. SAVARD, 235 Pocasset St.  
FITCHBURG -- RUTH G. PROCTOR, City Hall  
GLOUCESTER -- ALICE F. FALL, Auditor's Office  
HAVERHILL -- MARGARET E. POWERS, Public Welfare Dept.  
HOLYOKE -- MARY T. GRIFFIN, City Hall  
LAWRENCE -- CONCETTA PEREZ, City Clerk's Office, City Hall  
LOWELL -- ALPHEE ACHIN, 510 Hildreth Building  
MARLBOROUGH -- WILLIAM H. MURPHY, Corey Building  
METHUEN -- EMMA C. DEVINE, Town Clerk's Office  
NEW BEDFORD -- WILLIAM J. CARTER, 7 Municipal Building  
NORTH ADAMS -- VIRGINIA F. PIAGGI, Auditor's Office  
NORTHAMPTON -- JOHN P. MAHONEY, Old High School Building,  
219 Main Street  
PITTSFIELD -- ELIZABETH F. WHITE, City Hall  
SPRINGFIELD -- FRANCES BEGLANE, City Hall  
TAUNTON -- HOWARD A. BRIGGS, c/o City Treasurer  
WORCESTER -- MABEL V. SULLIVAN, Room 4, City Hall



## CIVIL SERVICE

### LABOR REGISTRATION CLERKS

ARLINGTON -- CARL O. LARSEN, Town Hall  
BEVERLY -- THOMAS H. SCANLAN, Health Dept., City Hall  
BILLERICA -- MILDRED A. WESTHAVER, Town Hall  
BROCKTON -- MARY CONNOLLY, City Hall  
BROOKLINE -- ARTHUR M. O'SHEA, 55 Prospect St.  
CHELSEA -- MILDRED J. MASTROMARINO, City Hall  
CHICOPEE -- HELEN TREMBLAY, City Hall  
EASTLIMPTON -- MAY V. SIMMONS, Town Hall  
EVERETT -- FLORENCE L. ROBERTON, City Hall  
FALL RIVER -- LORENZO E. SAVARD, 235 Pocasset St.  
FITZBURG -- RUTH PROCTOR, City Hall  
GLOUCESTER -- ALICE FALL, Auditor's Office, City Hall  
HOLYOKE -- MARY GRIFFIN, City Hall  
LAWRENCE -- MARY F. GILLEN, City Hall  
LOWELL -- ALPHEE ACHIN, 510 Hildreth Bldg.  
LYNN -- MARY SHANAHAN, City Hall  
MALDEN -- MAE WELCH, City Hall  
MARLBOROUGH -- BEATRICE L. GRENIER, City Hall  
MEDFORD -- A. A. LUCEY, City Hall  
MILTON -- M. GERTRUDE REID, Town Hall  
NEW BEDFORD -- WILLIAM J. CARTER, Municipal Bldg.  
NEWTON -- ANDREW PRIOR, City Hall  
NORTH ADAMS -- VIRGINIA F. PIACCI, City Hall  
NORTHAMPTON -- JOHN P. MAHONEY, Old High School Bldg.  
219 Main St.  
PEABODY -- EDWARD NEEMAN, City Hall  
PITTSFIELD -- ELIZABETH WHITE, City Hall  
QUINCY -- DOROTHY O'BRIEN, City Hall  
REVERE -- M. ELIZABETH PERSON, City Hall  
SOUTH HADLEY -- CHARLES E. BARNEY, Town Hall  
SPRINGFIELD -- FRANCES BEGLANE, City Hall  
TAUNTON -- EDITH M. ARNOLD, Auditor's Office  
WALTHAM -- LEO KINCHEY, City Hall  
WESTFIELD -- JOHN J. MURPHY, Almoner, City Hall  
WEYMOUTH -- ELLSWORTH OUR, City Hall  
WORCESTER -- MABEL N. SULLIVAN, City Hall



December 1, 1948

To the Members of the Civil Service Commission:

This report covers the period from December 1, 1947 to December 1, 1948.

The work load of the Division has increased abnormally during the year covered by the report, even over the previous year which was probably the high record for the Division. The number of applicants, however, is still insufficient to maintain real competition for the positions which are open and the salary rates being considerably less than those paid by the federal government and by private industry, are not attracting many who might be candidates for the public service.

The Division of Civil Service has made every possible effort to reduce the number of provisional employees by scheduling as many competitive examinations as are possible. It will be noted that the number scheduled during the past year is considerably higher than for many years.

The lack of sufficient candidates in many of these examinations makes it necessary for the Division to repeat its effort to secure the desired results. From our present position, it is indicated that the

coming year will bring an even larger burden upon the Division and we are making plans accordingly so as to return as soon as possible to normal conditions.

#### Preference to Veterans in Promotion.

At the close of the year covered by the report, two situations with reference to veterans' preference arose which will bring about changes.

A decision of a Justice of the Superior Court required the Civil Service Commission to prepare a rule granting preference to veterans in promotion. A study has begun along this line to determine the form and extent of the rule.

The second case before the Court was settled in favor of this Division but upon agreement by the Attorney General, disabled veterans were to be given preference in fire and police examinations if they were in receipt of compensation from the Veterans' Bureau and if this Division could not find a disability which would prevent the efficient performance of the duties in the police and fire services. Conferences are to be arranged with the Veterans' Administration and others relative to fair and equitable treatment of the disabled veteran and at the same time

meet the standards for these two services required by the State and the various cities and towns.

Considerable time has been spent with chiefs of fire departments to develop a fire manual which meets the needs of the civil service in administering examinations to all cities and towns whose fire forces are under civil service. A very successful start has been made and we should produce an excellent manual from the material furnished.

Conferences have been arranged with the various park and playground officials and authorities with a view to standardizing the terminology of the various titles used in the service of the cities and towns. We have succeeded in a plan which will be suited to the needs of practically all communities of the state.

Conferences with associations of nurses have been conducted during the year with a view to improvement of examinations in that field. We have set up a more thorough duty statement for examinations to cover all phases of nurses work.

Monthly meetings in various parts of the State with public welfare officers and social workers have been beneficial in bringing to the public welfare groups the problems of civil service and to the



Division of Civil Service the needs in that field.

Conferences have been held with the Massachusetts Police Chiefs and Massachusetts Police Association seeking ways and means of improving the examinations for entrance and promotion in that branch of the service.

A careful analysis of the needs of the State Department of Public Works and the engineering profession as a whole, resulted in a clearer statement of the duties to be performed in the several grades, and gave recognition to the many varied specialties within each of the grades.

#### LABOR DIVISION

It is clear from the increase in the number of positions filled in the Labor Service through this Division that the work can be done only by machine operation and we have begun studies to do this and have requested funds to purchase the machines.

A new form of registration was sent to all persons who have registered for positions in the labor service in cities and towns which have been classified under the provisions of Chapter 31, Section 2A (b).

In the initial registration for the labor service in cities and towns which are gradually coming under civil service, the procedure of the department is to

now register for those positions which actually exist in the town and for which classification has become effective.

This system was tried out in many communities with considerable success.

The result is that applicants are more clearly informed as to the particular positions in the city or town in which they seek employment and permits this department to send proper certifications in a shorter period of time.

#### CLASSIFICATION BUREAU

The outstanding task during this past year has been the establishment of a classification plan for Worcester, the second largest city in the State. The duties of over 2,600 employees have been reviewed and each position rated for a title which will properly describe its duties. A conference has been held with each department head, and each employee has been notified of the proposed allocation of his position. A part of the classification process includes opportunity for appeal by the employee if he feels that the title proposed is not a proper one.

In addition, a classification plan has been established for the city of Malden and for the Long Island Hospital, Boston. The town of Billerica at its annual town meeting voted to accept the provisions of the civil service law for its official and its

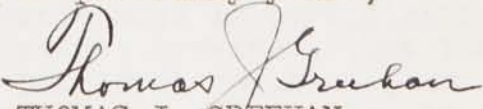
labor services and the town of Weymouth passed a similar vote with reference to its labor service. Classification plans have been established for these two towns in addition to taking the steps required by law whenever any position is brought under civil service by statute or by rule.

The office force of the Division has steadfastly applied itself to the work before us and have kept it up-to-date. Practically all the work is current although at times we must work at breakneck speed to keep it so.

We have had the continued support of many organizations to improve our procedures, to speed up the work, and to produce a better civil service system. The executive and legislative branches have met practically every request we have made upon them for legislation, for additional space and for consideration of our problems. Newspapers gave considerable space to the reporting of news of our activities.

I believe we have made real progress during the year covered by the report and look forward to continued improvement during the coming year.

Respectfully yours,

  
THOMAS J. GREENHAN  
DIRECTOR OF CIVIL SERVICE

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## LEGISLATION

### Veteran Legislation

#### CHAPTER 228.

AN ACT PROVIDING FOR LEAVE OF ABSENCE FOR CIVIL SERVICE EMPLOYEES WHO ARE VETERANS AND ATTEND SCHOOL OR COLLEGE OR ARE EMPLOYED IN "ON THE JOB" TRAINING, SO CALLED, UNDER THE PROVISIONS OF THE G. I. BILL OF RIGHTS, SO CALLED.

This Act provides that any person holding office or employment under permanent appointment in the official or labor service of the commonwealth or of any county, city or town thereof, who leaves his office or employment for the purpose of attending a school or college for further education under the G. I. Bill of Rights, so called, or for the purpose of employment as a rehabilitation trainee, apprentice trainee or "on the job" trainee under the G. I. Bill of rights, shall be entitled to a leave of absence without loss of civil service rights during such attendance or employment.

#### CHAPTER 392.

AN ACT RELATIVE TO THE APPOINTMENT OF VETERANS TO CIVIL SERVICE EMPLOYMENT UNDER THE APPRENTICE TRAINING PROVISIONS OF THE G. I. BILL OF RIGHTS, SO CALLED.

This legislation amended Chapter 586 which provides for apprentice training or on-the-job training in the public service and continues this act in effect until July 1, 1952.

It also provides that the commonwealth, county or municipality may make an appropriation for the purpose of providing training wages or compensation within the limits provided in section one of this act.

#### CHAPTER 395.

AN ACT PROVIDING A PREFERENCE FOR CERTAIN VETERANS IN APPOINTMENTS TO THE LABOR SERVICE OF STATE DEPARTMENTS.

This legislation provides that any veteran who has been employed in a temporary or provisional capacity in any department of the commonwealth, for a period of at least one year on January 1, 1948, and also employed on the effective date of the act, shall upon request of the appointing authority be given preference in certification for appointment to the labor service; provided, that there are no permanent intermittent, permanent recurrent, or permanent part time employees available and willing to accept such positions and provided that such preference shall not supersede that provided by the civil service law

and rules to persons who have been employed after certification from a civil service eligible list for at least one year, nor shall such preference supersede the civil service law and rules governing promotion.

CHAPTER 407.

AN ACT FURTHER PROVIDING FOR THE EMPLOYMENT OF VETERANS IN CIVIL SERVICE POSITIONS.

This legislation provides that whenever a provisional appointment is authorized by the director, no person other than a veteran shall be appointed unless the appointing officer cannot find a veteran qualified for the position who will accept and so certifies to the director, and that before certifying he has been unable to find a veteran that he must obtain from the director a list of all veterans who have filed, within the preceding year, applications for the kind of work called for by such provisional appointment, and shall notify by mail each of said veterans, and the appointing officer shall also notify by mail the state commissioner of veterans' services and the director of the division of employment security, if the position is in the service of the commonwealth, or the commissioner of veterans' services of the city or town, or officer holding a like position and the director of employment security, if the position is in the service of a city or town, for the purpose of ascertaining the name of qualified veterans who are available and willing to accept. It further states that the certificate of the appointing officer shall so state and the director shall not approve a provisional appointment of any person which does not conform to the provisions of this section.

CHAPTER 447.

AN ACT RELATIVE TO THE COMPENSATION TO BE PAID TO CERTAIN VETERANS OF WORLD WAR II WHO RECEIVED DELAYED PROMOTIONS, AND PROVIDING FOR THE COMPUTATION OF SENIORITY DATES IN CONNECTION WITH CERTAIN PUBLIC OFFICERS AND EMPLOYEES WHOSE RIGHTS WERE PREJUDICED BY THEIR MILITARY OR NAVAL SERVICE.

This legislation provided in section 1 that any permanent employee who was unable to compete in a competitive promotional examination or whose competitive promotional examination was delayed or postponed because of absence in the military or naval service and who was subsequently promoted, shall upon such promotion receive the rate of compensation he would have received had his promotion not been delayed by such service. Section 2 of this legislation provides that if a person whose name was, at the time of his entry into the military or naval service, on an eligible list, receives a permanent appointment and is



given a seniority date later than that of another person who received a permanent appointment from a list established from a subsequent examination which he was unable to take because of his absence in the military or naval service, the director may upon application for such change, establish a date of seniority of the person in the military or naval service who was unable to take the subsequent examination, the seniority date of such other person.

Legislation Affecting  
Chapter 31 of the General Laws

CHAPTER 121.

AN ACT RELATIVE TO ELIGIBLE LISTS UNDER THE CIVIL SERVICE LAWS.

This Act provides that no person shall remain eligible for more than two years upon any eligible list and becomes effective on October 1, 1948.

CHAPTER 138.

AN ACT RELATIVE TO PRESERVATION OF CIVIL SERVICE APPLICATIONS, RECOMMENDATIONS AND EXAMINATION PAPERS.

This Act provides that records of the proceedings of the commission and of the director, all recommendations of applicants and all applications and examination papers, shall be kept on file and shall be open to public inspection under the rules of the commission, for at least two years, rather than three years as at present.

CHAPTER 240.

AN ACT RELATIVE TO APPEALS TO THE CIVIL SERVICE COMMISSION BY CIVIL SERVICE EMPLOYEES IN THE CASE OF THEIR DISCHARGE, REMOVAL, SUSPENSION, LAYING OFF, TRANSFER OR LOWERING IN RANK OR COMPENSATION OR IN CASE OF THE ABOLITION OF THEIR OFFICES OR POSITIONS.

This Act changed paragraphs (b) and (c) of sec. 43, ch. 31, to provide that hearings on removals, discharges, suspensions, laying-offs, transfers or lowering in rank or compensation or in case of the abolition of their offices or positions, may be continued for more than 30 days upon agreement of both parties.

CHAPTER 278.

AN ACT PROVIDING FOR THE POSTING AND SENDING OF NOTIFICATIONS OF RATINGS AND SENIORITY DATES IN THE CASE OF POSITIONS BROUGHT UNDER CIVIL SERVICE BY STATUTE OR RULE.

This Act amends section 47A of chapter 31 of the General



Laws. It clarifies two points in the present law in the case of cities and towns coming under civil service by statute or by vote of the city or town. It provides for a clear procedure in posting of notices, hearings of the employees, fixing of titles and seniority dates and the time for appeal to the director in the event the employee is not satisfied with the finding of the director.

CHAPTER 297.

AN ACT RELATIVE TO THE REVIEW BY THE DIRECTOR OF CIVIL SERVICE AND THE CIVIL SERVICE COMMISSION OF MARKS OBTAINED IN CIVIL SERVICE EXAMINATIONS.

This legislation changes the procedure in the cases of appeals in that it provides for a review of the marks by the director and does not necessitate that a hearing be held.

It also eliminates the time limit of six weeks from the date of filing appeal to the commission in which to make a decision without changing the condition that list must be established six months from date of examination.

CHAPTER 407.

AN ACT FURTHER PROVIDING FOR THE EMPLOYMENT OF VETERANS IN CIVIL SERVICE POSITIONS.

This legislation provides that before an appointing officer certifies he cannot find a veteran qualified for the position in cases where provisional authorizations are given, he must contact the commissioner of veterans' services and the division of employment security to obtain from them the names of any veterans qualified, in addition to securing from the director of civil service a list of all veterans who have filed, within the preceding year, applications for the kind of work called for by such provisional appointment.

CHAPTER 489.

AN ACT PROVIDING FOR QUALIFYING PROMOTIONAL EXAMINATIONS ON A SENIORITY BASIS IN CERTAIN CASES.

This legislation provides for the giving of multiple qualifying examinations provided that the selection is made from the same number of oldest employees as that provided in the civil service rules governing certification for more than one vacancy.

This legislation does not include promotions in police and fire departments.

Legislation Placing Certain  
Positions under Civil Service

CHAPTER 32.

AN ACT TO AUTHORIZE THE PLACING OF ALL POSITIONS IN THE LABOR SERVICE OF THE TOWN OF NAHANT UNDER THE CIVIL SERVICE LAWS.

This Act places under civil service all positions in the labor service of the town of Nahant and provides that the tenure of office of the incumbents shall be unlimited subject, however, to the civil service laws. It further provides that it shall be submitted to the voters for acceptance at the annual town meeting in 1948.

CHAPTER 46.

AN ACT TO AUTHORIZE THE PLACING OF THE POSITIONS OF THE REGULAR OR PERMANENT MEMBERS OF THE POLICE FORCE AND THE OFFICE OF CHIEF OF POLICE OF THE TOWN OF BURLINGTON UNDER THE CIVIL SERVICE LAWS.

This Act places the positions of the regular or permanent members of the police force and the office of chief of police of the town of Burlington under civil service and provides that the persons holding the said positions on the effective date of this act shall continue to serve therein only until the expiration of their terms of office unless prior thereto they pass qualifying examinations to which they shall be subjected by the division of civil service. It also provides that this act is subject to acceptance of the voters of said town at the next annual town meeting.

CHAPTER 47.

AN ACT TO AUTHORIZE THE PLACING OF THE POSITIONS OF THE REGULAR OR PERMANENT MEMBERS OF THE POLICE FORCE OF THE TOWN OF MEDFIELD UNDER THE CIVIL SERVICE LAWS.

This Act places under civil service the regular or permanent members of the police force of the town of Medfield and provides that the persons holding the said positions on the effective date of the act shall continue to serve therein only until the expiration of their terms of office unless prior thereto they pass qualifying examinations to which they shall be subjected by the division of civil service. It also provides that this act is subject to acceptance of the voters of the town of Medfield at the annual town meeting in the current year.



CHAPTER 59.

AN ACT TO AUTHORIZE THE PLACING OF THE POSITIONS OF THE REGULAR OR PERMANENT MEMBERS OF THE POLICE FORCE OF THE TOWN OF HOLLISTON UNDER THE CIVIL SERVICE LAWS.

This Act places under civil service the regular or permanent members of the police force of the town of Holliston and provides that the persons holding the said positions on the effective date of the act shall continue to serve therein only until the expiration of their terms of office unless prior thereto they pass qualifying examinations to which they shall be subjected by the division of civil service. This Act is subject to acceptance of the voters of said town of Holliston at the annual town meeting in the current year.

CHAPTER 191.

AN ACT AUTHORIZING THE PLACING OF THE OFFICE OF CITY ENGINEER OF THE CITY OF CHELSEA UNDER THE CIVIL SERVICE LAWS.

This Act places under civil service the office of city engineer of the city of Chelsea and provides that the tenure of office of any incumbent thereof shall be unlimited, subject, however to said laws. It further provided that the act shall be submitted to the registered voters of the city of Chelsea at the biennial state election in the current year.

If the city accepts the act, the incumbent shall be subjected by the division of civil service to a qualifying examination and if he passes he shall be certified and deemed to be permanently appointed without being required to serve any probationary period. If he does not pass such examination or if the city does not vote to continue the incumbent subject to his passing a qualifying examination, he may continue to serve the remainder of the term, if any, for which he was appointed but shall not be subject to chapter 31 of the General Laws.

CHAPTER 192.

AN ACT AUTHORIZING THE PLACING OF THE OFFICE OF SUPERINTENDENT OF STREETS AND SEWERS OF THE CITY OF CHELSEA UNDER THE CIVIL SERVICE LAWS.

This Act places under civil service the office of superintendent of streets and sewers of the city of Chelsea and provided that the tenure of office of any incumbent shall be unlimited subject to the civil service laws. It further provided that the Act shall be submitted to the registered



voters of the city of Chelsea at the biennial state election in the current year. If the City accepts the act, the incumbent shall be subjected by the division of civil service to a qualifying examination and if he passes he shall be certified and deemed to be permanently appointed without being required to serve any probationary period. If he does not pass such examination or if the City does not vote to continue the incumbent subject to his passing a qualifying examination, he may continue to serve the remainder of the term, if any, for which he was appointed but shall not be subject to Chapter 31 of the General Laws.

CHAPTER 226.

AN ACT PLACING THE OFFICE OF SENIOR LEGAL ASSISTANT OF THE APPELLATE TAX BOARD UNDER THE CIVIL SERVICE LAWS.

This Act provides that the person holding the office of senior legal assistant of the appellate tax board shall, upon the effective date of this act, become subject to the civil service laws and rules, and his tenure of office shall be unlimited, subject, however, to said laws and to his passing a qualifying examination to be given by the division of civil service. If he passes such examination, he shall be deemed to be permanently appointed without being required to serve any probationary period.

CHAPTER 233.

AN ACT PLACING THE OFFICE OF VETERANS' AGENT OF THE TOWN OF MILBURY UNDER THE CIVIL SERVICE LAWS.

This Act places under civil service the office of veterans' agent of the town of Milbury and provided that the incumbent in office on the effective date shall continue to serve and shall be deemed to be permanently appointed without serving any probationary period provided he passes a qualifying examination to be given by the division of civil service.

CHAPTER 244.

AN ACT PLACING THE OFFICE OF SUPERINTENDENT OF THE CITY INFIRMARY OF THE CITY OF SALEM UNDER THE CIVIL SERVICE LAWS.

Places under civil service the office of superintendent of the city infirmary of the city of Salem, and provides that the incumbent in office shall continue without tenure provided he passes a qualifying examination to be given by the division of civil service.

CHAPTER 387.

AN ACT PLACING UNDER THE CIVIL SERVICE THE OFFICE OF SUPERVISOR OF THE STATE POLICE DETECTIVE BUREAU IN THE DIVISION OF STATE POLICE OF THE DEPARTMENT OF PUBLIC SAFETY, AND THE OFFICE OF SUPERVISOR OF STATE POLICE DETECTIVE INSPECTORS IN THE DIVISION OF FIRE PREVENTION OF SAID DEPARTMENT.

This Act placed the office of supervisor of the state police detective bureau in the division of state police, and the office of supervisor of state police detective inspectors in the division of fire prevention in the department of public safety under civil service law and rules, and provided that the incumbents shall continue to serve provided they pass a qualifying examination to which they shall be subjected by the division of civil service.

CHAPTER 410.

AN ACT SUBJECTING TO THE CIVIL SERVICE LAWS THE POSITION OF DIRECTOR OF THE DIVISION OF COLLECTIONS IN THE DEPARTMENT OF THE ATTORNEY GENERAL.

This legislation placed under civil service the position of director of the division of collections in the department of the attorney general, and provided that the tenure of office of the present incumbent shall be unlimited subject, however, to the civil service law and that the incumbent shall be subjected to a qualifying examination by the division of civil service and upon passing said examination shall be certified and deemed to be permanently appointed without being required to serve a probationary period.

CHAPTER 556.

AN ACT AUTHORIZING THE CITY OF HOLYOKE TO ESTABLISH IN ITS PUBLIC WORKS DEPARTMENT THE OFFICE OF GENERAL SUPERINTENDENT OF PUBLIC WORKS AND THE OFFICE OF SUPERVISOR OF PUBLIC BUILDINGS.

Authorized the city of Holyoke to establish in its public works department the office of general superintendent of public works and the office of supervisor of public buildings. The Supervisor of public buildings shall be subject to civil service law and rules and the tenure of office of any incumbent shall be unlimited. The person holding the office of inspector of buildings immediately prior to the effective date of the act shall become the general superintendent of public works and shall continue as such provided he passes a competitive promotional examination to be held by the division of civil service, and provided he is certified in accordance with civil service law and rules.



CHAPTER 635.

AN ACT PLACING ALL FORMER EMPLOYEES OF THE METROPOLITAN DISTRICT WATER SUPPLY COMMISSION NOW EMPLOYED BY THE WATER DIVISION OF THE METROPOLITAN DISTRICT COMMISSION UNDER CIVIL SERVICE.

This Act placed under civil service, employees of the Water Supply Commission of the metropolitan district commission who were formerly employed by the metropolitan district water supply commission and who were transferred to metropolitan district commission by chapter five hundred and eighty-three of the acts of nineteen hundred and forty-seven, and provided that all employees in the official service be given a qualifying examination by the division of civil service.

It further provides that any such employees may apply for appointment under the provisions of section 22 of chapter 31 of the General Laws. It gave as the date of seniority of such employees July 1, nineteen hundred and forty-seven.

Other Legislation

CHAPTER 4.

AN ACT RELATIVE TO THE STATUS OF FRANK WHITE AS A MEMBER OF THE FIRE DEPARTMENT OF THE CITY OF BOSTON.

This Act provided that Frank White, a member of the Boston fire department, who was injured in the performance of duty as a military substitute in said department, shall be deemed to be permanently appointed thereto without further examination and without being required to serve any probationary period.

CHAPTER 149.

AN ACT AUTHORIZING THE APPOINTMENT TO THE REGULAR OR PERMANENT FIRE FORCE IN CERTAIN TOWNS OR CERTAIN MEMBERS OF THE CALL FORCE.

This Act amends chapter 48 of the General Laws by inserting a new section known as section 36A. This Act provides for a method of promoting members of a call or part call fire force who are under civil service to the regular or permanent force in towns which have not accepted chapter 487 of the Acts of 1913 or any special acts. This section must be accepted by vote of the town at a town meeting.



CHAPTER 262.

AN ACT RELATIVE TO THE APPOINTMENT AND STATUS OF JAMES H. MAHONEY AS A MEMBER OF THE FIRE DEPARTMENT OF THE CITY OF BOSTON.

This Act provided that James H. Mahoney who was a provisional member of the fire department of the city of Boston and who was injured in the performance of his duties, shall be deemed to be permanently appointed as a fireman in the Boston fire department without further examination and without serving any probationary period provided he submits proof satisfactory to the director of civil service that his injuries do not incapacitate him for the performance of the duties of fireman.

CHAPTER 263.

AN ACT RELATIVE TO THE STATUS OF CERTAIN EMPLOYEES OF THE DIVISION OF EMPLOYMENT SECURITY.

This Act provided that in the next competitive promotional examination for the position of principal interviewer in the division of employment security, any employee of the division of employment security who has been holding office or employment for at least one year in any position equal to or higher in rank than that of junior clerk, as determined by the director of civil service, is eligible therefor.

CHAPTER 268.

AN ACT RELATIVE TO THE STATUS OF JOSEPH W. MURPHY AS A MEMBER OF THE FIRE DEPARTMENT OF THE CITY OF BOSTON.

This Act provided that Joseph W. Murphy, a provisional member of the Boston fire department, who was injured in the performance of his duties, is to be given a mental examination by the division of civil service and after passing said examination is to be considered to be permanently appointed without being required to serve any probationary period provided he submits proof, satisfactory to the director of civil service, that such injury does not incapacitate him for the performance of the duties of fireman in the Boston fire department.

CHAPTER 269.

AN ACT RELATIVE TO THE STATUS OF FRANK E. UTLEY AS A MEMBER OF THE FIRE DEPARTMENT OF THE CITY OF BOSTON.

This Act provided that Frank E. Utley, who was provisionally employed in the Boston fire department and was injured in the performance of his duties, shall be deemed to be permanently appointed as fireman without further examination and without serving any probationary period provided

he submits proof satisfactory to the director of civil service that such injury does not incapacitate him for the performance of the duties of fireman.

CHAPTER 282.

AN ACT TO GRANT PERMANENT CIVIL SERVICE STATUS IN A HIGHER GRADE TO CERTAIN EMPLOYEES OF THE DIVISION OF EMPLOYMENT SECURITY.

This Act provided that any permanent civil service employee of the division of employment security who was appointed from a list established for junior registrar from the examination held by the division of civil service in the year 1938 and was subsequently transferred to the United States employment service, and while in said employment service, was appointed principal interviewer, shall receive permanent civil service status as principal interviewer as of the date such appointment became effective, and no subsequent examination for principal interviewer shall be deemed necessary.

CHAPTER 389.

AN ACT TO PERMIT CERTAIN EMPLOYEES OF THE STATE DEPARTMENT OF PUBLIC WORKS TO TAKE A PROMOTIONAL COMPETITIVE EXAMINATION FOR PROMOTION TO JUNIOR CIVIL ENGINEER, GRADE III.

This legislation provided that permanent employees of the state department of public works who are classified as highway maintenance foremen and who have been employed in such positions for one year after certification are eligible to take a promotional competitive examination for the position of junior civil engineer, grade III, to be given by the director of civil service on their request which must be made within thirty days from the effective date of the Act. Upon passing the examination the names of such persons are to be placed on the eligible list, established from the examination held November 16, 1947, for junior civil engineer, grade III, in the order of percentage obtained by them in the examination.

CHAPTER 411.

AN ACT TO EXEMPT FIELD REPRESENTATIVES OF THE FAIR EMPLOYMENT PRACTICE COMMISSION FROM THE PROVISIONS OF THE CIVIL SERVICE LAWS.

This legislation exempts from civil service law field representatives of the fair employment practice commission.



CHAPTER 499.

AN ACT RELATIVE TO THE TENURE OF OFFICE OF THE SUPERINTENDENT OF THE PUBLIC WORKS BUILDING.

This legislation provides that the incumbent of the position of superintendent of the public works building shall be deemed to be permanently appointed thereto without serving any probationary period and that his tenure of appointment shall be unlimited subject to the civil service laws, provided he passes a qualifying examination to which he shall be subjected by the division of civil service.

CHAPTER 641.

AN ACT RELATIVE TO THE APPOINTMENT AND STATUS OF ARTHUR S. DOLBER AS A MEMBER OF THE FIRE DEPARTMENT OF THE CITY OF BOSTON.

This Act provided that Arthur S. Dolber, veteran of World War II who was injured while a provisional member of the Boston fire department shall be deemed to be permanently appointed as a fireman without further examination and without being required to serve any probationary period provided he submits proof satisfactory to the director of civil service that such injury does not incapacitate him for the performance of the duties of fireman.



OPINIONS OF THE ATTORNEY GENERAL

STATUS OF CERTAIN EMPLOYEES OF THE STATE HOUSING BOARD

Are the experts, counsel, clerks and assistants employed by the State Housing Board as established by Chapter 260 of the Acts of 1948 subject to the operation of the Civil Service Law and Rules?

No.

Opinion of the Attorney General dated July 6, 1948

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VACATIONS OF POLICEMEN AND FIREMEN OF SPRINGFIELD

Are vacations of policemen and firemen in Springfield governed by General Laws (Ter. Ed.), Chapter 41, section 111A or are they now controlled by General Laws (Ter. Ed.), Chapter 41, section 111, as amended by Acts of 1948, Chapter 330?

They are governed by the terms of said section 111A and are not affected by the provisions of said section 111, as amended.

Opinion of the Attorney General dated July 13, 1948.

SUPREME COURT DECISIONS

THOMAS D. SULLIVAN vs. MUNICIPAL COURT OF THE  
ROXBURY DISTRICT

Suffolk, January 5, 1948.--April 2, 1948

(322 Mass. 566)

Present: Qua, C.J., Lummus, Dolan, Donan, & Williams, JJ.

Civil Service. District Court, Review of action with respect  
to civil service. Police. Certiorari, Law of the Case.  
Administrative Board of Officer. Words, "Justified," "Review."

Certiorari proceeding heard in the Superior Court  
by Cabot, J.

QUA, C.J. This petition for a writ of certiorari was brought in the Superior Court to quash a decision of the judge of the Municipal Court of the Roxbury District wherein he found that action of the police commissioner of Boston discharging the petitioner from the police force of that city, after a hearing upon two specifications of conduct unbecoming an officer, and action of the civil service commission affirming the action of the police commissioner were justified, and whereby the respondent affirmed such action. G.L. (Ter. Ed.) c. 31, s. 43, as appearing in St. 1945, c. 667, s. 1 (see now St. 1947, c. 373, s. 1). G.L. (Ter. Ed.) c. 31, s. 45, as appearing in St. 1945, affirming the proceedings before the respondent. G.L. (Ter. Ed.) c. 213, s. 1A, as last amended by St. 1941, c. 180. The case is here on exceptions to the refusal of the judge of the Superior Court to grant certain of the petitioner's requests for rulings.

General Laws (Ter. Ed.) c. 21, s. 43(b), as appearing in St. 1945, c. 667, s. 1, provides that a person discharged by the appointing authority, shall, if he so requests in writing, be given a hearing before a member of the civil service commission or some disinterested person designated by the chairman, who shall report his findings to the commission for action. The commission is to affirm the action of the appointing authority if it finds that such action was "justified". We interpret this as providing for a hearing de novo upon all material evidence and a decision by the commission upon that evidence and not merely for a review of the previous hearing held before the appointing officer. There is no limitation of the evidence to that which was before the appointing officer. The matter is still wholly in the administrative field. In this connection, we think that the word "justified" has no peculiar or technical signification.



But the petition to the District Court which may be brought after the decision of the commission is, by the wording of G.L. (Ter. Ed.) c. 31, s. 45, as appearing in St. 1945, c. 667, s. 2, a petition for a review by the court of the action of the administrative officers to "determine whether or not upon all the evidence such action was justified." The scope under a statute of this type of a judicial review to determine whether the action of an administrative officer in discharging or removing an officer or employee in the classified service was "justified" has been settled by a series of decisions. The difference between a review and "a retrial of the case as if it were unqualifiedly appealed from one court to another" was pointed out in *Mayor of Medford v. Judge of First District Court of Eastern Middlesex*, 249 Mass. 465, at pages 470-471, and in *Selectmen of Wakefield v. Judge of First District of Eastern Middlesex*, 262 Mass. 477, 482. "Review" indicates "a re-examination of a proceeding, already concluded, for the purpose of preventing a result which appears not to be based upon the exercise of an unbiased and reasonable judgment. It does not import a reversal of the earlier decision honestly made upon evidence which appears to an unprejudiced mind sufficient to warrant the decision made although of a character respecting the weight of which two impartial minds might well reach different conclusions; and upon which the reviewing magistrate, if trying the whole issue afresh, might make a different finding". *Murray v. Justice of the Municipal Court of the City of Boston*, 233 Mass. 186, 189. *Mayor of Somerville v. District Court of Somerville*, 317 Mass. 106, 109. *Board of Public Works of Arlington v. Third District Court of Eastern Middlesex*, 319 Mass. 638, and cases cited. "Justified" in connection with "review" means "done upon adequate reasons sufficiently supported by credible evidence, when weighed by an unprejudiced mind, guided by common sense and by correct rules of law." *Selectmen of Wakefield v. Judge of First District Court of Eastern Middlesex*, 262 Mass. 477, 482. *Costa v. District Court of Eastern Essex*, 305 Mass. 85.

The respondent's return to the Superior Court includes transcripts of the evidence before the police commissioner, the evidence before the civil service commissioners, both of which transcripts were put in evidence before the respondent, and also of the evidence taken before the respondent himself. By virtue of G.L. (Ter. Ed.) c. 249, s. 4 as amended by St. 1943, c. 374, s. 1, it was "open to the petitioner to contend at the hearing upon the petition (for certiorari) that the evidence which formed the basis of the action complained of or the basis of any specified finding or conclusion was as matter of law insufficient to warrant such action, finding or conclusion." It was therefore proper for the respondent to include this evidence in his return, whether or not such inclusion would have been proper before the amendment of 1943. *Tracht v. County Commissioners of Worcester*, 318 Mass. 681, 687. See Common Law Rule 34, 317 Mass. 774.



Compare Murphy v. Third District Court of Eastern Middlesex,  
316 Mass. 663, 667.

The evidence before the police commissioner tended to show these facts: Some time before April 27, 1946, the officers of Division 16 had been notified at roll call that an automobile bearing a certain number was "suspected of going around on robberies and larcenies from the person." About 1:40 o'clock on the morning of that day a report came in from one Ranger that his wallet had been stolen on Arlington Street near Boylston Street. At about 2:20 that morning Officer Dyer of Division 16 saw the suspected automobile stop at a Chinese restaurant on Boylston Street, known as the "Green Pagoda". Three men got out and went into the restaurant. Ranger's wallet and another wallet were found by police in the automobile. Thereupon the three men were arrested in the restaurant by officers of Division 16 and were taken to Station 16 in the patrol wagon. One of the men was one Rollins, who had stolen Ranger's wallet. One was MacEachern, who owned the automobile. The third man was the petitioner, who was attached to Division 19 but was off duty at the time. When arrested, after a few questions had been asked, the three men were "frisked" and a blackjack not supplied to him by the department was found in the petitioner's pocket. To carry this was a violation of a rule of the department. When asked what he was doing with it, the petitioner for the first time disclosed that he was a police officer. When the patrol wagon reached the station two additional wallets were found in it near the place where the petitioner had sat. The petitioner said he had known the other two men for about a year. The petitioner's own story was that he slept until about eleven o'clock on the night of the twenty-sixth and then got up and stayed around the corner of Dudley and Warren Streets near his home talking with different people until nearly two o'clock of the twenty-seventh, when MacEachern came along in his automobile and invited the petitioner to go and eat. Rollins came toward them, and all three rode to the "Green Pagoda". The petitioner testified that he was not intimate with these men but had seen them around the corner for about a year, and that he knew nothing of the wallets and did not know that Rollins had a criminal record.

The evidence before the "disinterested person" designated by the chairman of the civil service commission to hear the matter in accordance with G.L. (Ter. Ed.) c. 31, s. 43(b), as appearing in St. 1945, c. 667, s. 1, tended to show the further facts that the MacEachern automobile in which the petitioner rode was driven without lights; that a period of five minutes elapsed while the arresting officers were talking with the three men and were "frisking" them before the blackjack was found on the petitioner and he made known the fact that he was a police



officer; that at the police station on the afternoon of the twenty-seventh the petitioner told the captain in substance that when he was getting into the patrol wagon he heard a thud as if the wallets were thrown into the wagon by someone back of him (presumably MacEachern or Rollins); and that when asked why he had not told that story before his only reply was that he did not want to be a stool pigeon. It appeared that Rollins had a serious criminal record and MacEachern a record of minor offences. The "disinterested person" found the facts substantially in accordance with evidence outlined above and came to the conclusions that the petitioner's attitude and failure to cooperate with other officers at the time of his arrest and while in custody were not in conduct becoming an officer and should "not go un-noticed for appropriate disciplinary action," but that the petitioner was not guilty as specifically charged in the two specifications. The commissioners, however, were not bound by the ultimate conclusions of the "disinterested person". They could rest their own decision upon his subsidiary findings. The commissioners' action is their own and is not that of the "disinterested person". G.L. (Ter. Ed.) c. 31, s. 43(b), as appearing in St. 1945, c. 667, s. 1.

The respondent at the hearing before him heard some of the witnesses who had previously testified, but nothing new of importance developed. The duty of the respondent was to "review" the entire proceedings from beginning to end to determine "upon all the evidence" whether the discharge of the petitioner was "justified." G.L. (Ter. Ed.) c. 31, s. 45, as appearing in St. 1945, c. 667, s. 2.

The petitioner's requests for rulings can be dealt with according to the subject matters presented without taking up each separate request.

In order to hold the discharge of the petitioner justified it was not necessary that there be evidence warranting findings that the petitioner knew that his two companions, MacEachern and Rollins, or either of them, was a criminal or that either of them had committed a crime on the night in question. Without saying that such findings would not have been warranted, at the very least it must have been apparent to the petitioner that he was being arrested in circumstances calculated to create a strong suspicion not only of knowledge of what his companions had done but even of guilt on his own part. Conduct becoming a police officer demanded that he should instantly dissociate himself from his companions and clearly align himself on the side of law and order. This he conspicuously failed to do. He waited until the blackjack was actually discovered in his clothing before even mentioning that he was a police officer.



At the station, when charged with not having made a full disclosure of all he knew about the wallets, his answer was merely that he did not want to be a stool pigeon. The point need not be labored. The evidence was plainly sufficient to justify his discharge from the police force.

There is nothing in the contention that by granting the petitioner's third request the judge established "the law of the case" to the effect that the petitioner could not be discharged on the charges preferred unless he knew or should have known that Rollins was a convicted felon and that Rollins and MacEachern had been guilty of felony on the night in question. *Freeman v. Robinson*, 238 Mass. 449, 451. *Slocum v. Natural Products Co.*, 292 Mass. 455, 458. *Rathgeber v. Kelley*, 299 tried or has been submitted to a jury under a ruling to which no exception was taken, which governed the subsequent course disputed. *Santa Maria v. Trotto*, 297 Mass. 442, 447. *Horton v. North Attleboro*, 302 Mass. 137, 141.

No sound objection can be made that the petitioner's discharge by reason of his conduct, even without knowledge on his part that his companions or either of them was a criminal or had committed a crime on the night in question, was beyond the scope of the specifications. The specifications were perhaps somewhat broadly drawn, but they plainly pointed to the petitioner's conduct in connection with his arrest on April 27, 1946, as the basis of the charge against him. We think that all of his conduct on that occasion could be considered in all its bearings. At the hearings the petitioner had the fullest opportunity to present his defense in every aspect. It is plain that as a practical matter additional or more detailed specification could not have helped him, and that he was not prejudiced by lack of it. Proceedings for discharge of persons in the classified service are often conducted by laymen. The requirements of substantial justice must be observed, but the technical accuracy of indictment and trial in a criminal court cannot be expected. *McCarthy v. Emerson*, 202 Mass. 352, 354. *Swan v. Justices of the Superior Court*, 222 Mass. 542. *Graves v. School Committee of Wellesley*, 299 Mass. 80; 86. *Lowry v. Commissioner of Agriculture*, 302 Mass. 111, 117. *Higgins v. License Commissioners of Quincy*, 308 Mass. 142, 145-146. *Horan v. School Committee of Littleton*, 317 Mass. 591, 596. Moreover, it does not appear that before the respondent or at any other time in the course or the proceedings the petitioner made any objection to the specifications or any contention that the hearings or the decisions made extended beyond the specifications. *Mayor of Medford v. Judge of First District Court of Eastern Middlesex*, 249 Mass. 465, 471-472. Substantial justice was done so far as respects the form of the accusation. *Whitney*



v. Judge of the District Court of Northern Berkshire, 271  
Mass. 448, 458-463.

Certain inaccuracies in the subsidiary findings of the police commissioner have become unimportant in view of the full hearing subsequently held before the disinterested person appointed by the chairman of the civil service commission, his ample findings of subsidiary facts, and the independent decision of the commission.

We have dealt with all points presented and argued.  
Exceptions overruled.

P. L. Keenan (J. T. Powes with him,) for the petitioner.  
R. Clapp, Assistant Attorney General, for the respondent.

(Corr. No. 443778)

CHARLES E. HILL vs. TRUSTEES OF  
GLENWOOD CEMETERY & OTHERS

(and a companion case between the same parties).

Middlesex. May 3, 4, 1948.- November 4, 1948.

(323 Mass. 388)

Present: Qua, C.J., Lummus, Dolan, Spalding, & Williams, J.J.

Civil Service. Public Officer. Equity Jurisdiction, to try title to public office. Mandamus. Equity Pleading and Practice, Demurrer, Waiver, Appeal. Waiver.

Suit in equity and mandamus proceeding in the Superior Court, wherein demurrers were heard by Forte, J., motions to amend were heard by Goldberg, J., and final decree and judgment were entered by order of Good, J.

SPALDING, J. These appeals, prosecuted by Charles E. Hill, are from a final decree dismissing his bill in equity and from a judgment dismissing his petition for a writ of mandamus entered after demurrers filed by the defendants had been sustained. The defendants named in each proceeding are the five trustees of the Glenwood Cemetery (hereinafter called the trustees), and the mayor, the treasurer, and the auditor of the city of Everett.

The allegations of the bill in equity may be summarized as follows: In 1935 the plaintiff was appointed superintendent of the Glenwood Cemetery (A municipal cemetery of the city of Everett) in accordance with the civil service laws and regulations. He served in that capacity until July 11, 1944, when he received a notice from the trustees to the effect that as of 8 A.M. July 12, 1944, when he was suspended. After setting forth the reasons for the suspension, the notice stated that for these reasons it was the intention of the trustees "to suspend and/or remove" the plaintiff on July 13, 1944, in accordance with the provisions of G.L. (Ter. Ed.) c. 31, s. 43. The plaintiff requested a public hearing and a hearing was granted to him on July 18, 1944. Later that day the trustees sent a notice to the plaintiff stating that inasmuch as they had been advised by the city solicitor that there was some question as to the legality of the suspension effective July 12, 1944, it had been voted to reinstate the plaintiff as of July 18 without loss of pay. The plaintiff reported to work on the following day at 8 A.M. as directed and resumed his duties as superintendent. Shortly after he had started to work he received a written notice from the trustees stating that he had been suspended as of 8 A.M. that day (July 19). The reasons given for the suspension were the same as those set forth in the previous notice. The notice further stated that for these reasons it was the intention of the trustees to remove the plaintiff on July 31,



1944. The plaintiff requested a public hearing in accordance with the provisions of G.L. (Ter. Ed.) c. 31, s. 43. On July 21, 1944, the trustees notified the plaintiff that he would be given a hearing on July 31, 1944, at a time and place designated in the notice. In accordance with the notice hearings began on July 31, 1944. A motion of the plaintiff that the hearings be dismissed and that the plaintiff be reinstated was denied. During the hearings, of which there were twenty-six or more between July 31, 1944, and May 22, 1945, and which on the latter date had not been completed, the plaintiff learned that four of the five alleged trustees had not been legally appointed to their offices and were illegally acting as trustees. Thus, the plaintiff alleges, he was never properly suspended by a duly constituted board of trustees. The bill asked that the trustees be restrained from going forward with the hearings, that they be ordered to reinstate him, and that all of the defendants be restrained from doing anything to prevent the plaintiff from resuming his position as superintendent of the cemetery.

The defendants filed an answer to the bill and they also demurred. No action then was taken with respect to the demurrer and the case was partially heard on the merits by a judge of the Superior Court. On July 17, 1945, before the hearing before him was completed, the judge entered an interlocutory decree ordering the hearing to be suspended. The decree also undertook to order the trustees to continue with the hearings before them (which had not then been completed) at certain specified dates and times.

In February, 1946, Hill brought a petition for a writ of mandamus, naming as respondents the same persons who were defendants in the bill in equity. The relief sought was that the trustees be ordered to revoke their action in removing him and that the respondents be ordered to restore him to his position as superintendent and to pay him his salary from July 19, 1944. The respondents demurred to the petition and also filed answers not waiving their demurrers. Subsequently the demurrers to both the bill in equity and the petition for mandamus were considered by the court and were sustained. Motions to amend the bill and the petition were denied. In the equity suit a final decree was entered dismissing the bill, and judgment was entered in the mandamus proceeding dismissing the petition. From the decree and the judgment Hill appealed. Under G.L. (Ter. Ed.) c. 213, s. 1D inserted by St. 1943, c. 374, s. 4, an appeal in a mandamus case is similar to an appeal in a suit in equity and all questions of fact, law, and discretion are open in this court. *Henderson v. Mayor of Medford*, 321 Mass. 732.



We consider first the bill in equity. At the outset the plaintiff contends that since the demurrer was filed after the time fixed by the court for completing the pleadings and was not allowed to be filed late it was not properly before the court.<sup>4</sup> And it is further argued that the defendants by going to a hearing on the merits waived their demurrer and lost the right to have it considered. It is true that under Rule 25 of the Superior Court (1932) the defendants' demurrer could be filed as of right only within the time fixed by the court. But under Rule 2 the court could permit it to be filed later. In view of the action of the judge in sustaining the demurrer, apparently after hearing, we are of opinion that the filing of the demurrer was at least impliedly sanctioned by the judge. *Baskin v. Pass*, 302 Mass. 338, 341. *Krinsky v. Stevens Coal Sales Co. Inc.* 309 Mass. 528, 532. Furthermore it does not appear that this point was raised in the court below. It cannot be raised for the first time in this court. *Massachusetts Gasoline & Oil Co. v. Go-Gas Co.* 267 Mass. 122, 127. If, as seems to have been the case, the defendants voluntarily went forward on the merits without seeking a decision on their demurrer, they could not, as of right, press it thereafter. *Berenson v. H. G. Vogel Co.* 253 Mass. 185, 187. *Luciano v. Caldarone*, 255 Mass. 270, 272. *Malden Trust Co. v. George*, 303 Mass. 528, 529. *Whitney v. Whitney*, 316 Mass. 367, 371. But that did not deprive the judge of the power to act on it if he saw fit to do so.

The demurrer to the plaintiff's bill was rightly sustained. The demurrer sets up several grounds but it is necessary to consider only the second one, which alleges want of equity. The primary object of the bill is to prevent the trustees from proceeding further with removal hearings because four of them, it is alleged, were not duly constituted members of the board. But "It is a generally recognized principle that there is no jurisdiction in equity to try title to a public office.... The proper way by which to try the title to a public office where... the plaintiff does not claim the office for himself is by an information in the nature of quo warranto." *Brierley v. Walsh*, 299 Mass. 292, 294. And it is equally well settled that the title to a public office cannot be attacked collaterally. *Prince v. Boston*, 148 Mass. 285, 287. *Sevigny v. Lizotte*, 260 Mass. 296. *Commonwealth v. DiStasio*, 297 Mass. 347, 350-352. The attack here, obviously, is collateral.

The plaintiff insists that the bill contains another ground for equitable relief inasmuch as it discloses that he had previously been tried on the same charges and was reinstated. It is apparent from the bill that the plaintiff was not reinstated because the trustees found him not guilty



of the charges which had been preferred. On the contrary, it appears that he was reinstated only because the trustees had been advised that there was some question as to the legality of the suspension notice. This did not preclude the trustees from proceeding anew under a valid notice. See *Donnelly v. Trustees of the Boston City Hospital*, 290 Mass. 347; *Daley v. District Court of Western Hampden*, 304 Mass. 86, 92. These allegations afford no ground for equitable relief.

After the demurrer was sustained the plaintiff moved to amend by the substitution of a new bill of complaint. From what was in effect an interlocutory decree denying the motion to amend (see *Bressler v. Averbuck*, 322 Mass. 139, 143)<sup>5</sup> the plaintiff appealed. While the allowance of an amendment was a matter of discretion, the exercise of that discretion is reviewable on an appeal in equity. *Abbott v. Bean*, 285 Mass. 474, 478. This court, however, will give weight to the exercise of discretion by the court below. *Long v. George*, 296 Mass. 574, 579. *Coe v. Coe*, 313 Mass. 232, 235. The new allegations contained in the proposed amended bill need not be recited. From an examination of them we cannot say that the trial judge wrongly exercised his discretion in denying the motion to amend.

We turn now to the mandamus petition. Many of the allegations in the petition are similar to those in the bill in equity which have been summarized above. They need not be restated. Of the new allegations many are not now relied on by the petitioner. We shall confine our discussion, therefore, to those parts of the petition which the petitioner now contends entitle him to invoke the remedy of mandamus. First the petition, as does the bill, alleges that the petitioner was suspended on July 19, 1944, following his reinstatement after a hearing on July 18, and that the charges in the second proceeding were exactly the same as those which gave rise to the first. It is argued that the trustees had no right to proceed against the petitioner a second time. Secondly, the petition alleges that the taking of evidence in the hearings conducted by the trustees was concluded on August 2, 1945, and that the trustees then adjourned the hearing to August 7, 1945, for arguments of counsel. The trustees, it is alleged, after arguments of counsel on the latter date, then took the case under advisement and rendered their decision on August 10, 1945. The petitioner contends that the hearings were really concluded on August 2 and that the decision rendered by the trustees on August 10, more than three days later, was not in accordance with G.L. (Ter. Ed.) c. 31, s. 43.<sup>6</sup> Finally the petitioner argues that the allegations of the petition show that the trustees had never properly qualified as such and that they were without authority to remove the



petitioner. Of the many grounds set up in their demurrers the respondents now rely only on the following: (1) that the petitioner's exclusive remedy was under G.L. (Ter. Ed.) c. 31 s. 45, and (2) that the petition sets forth no basis for relief by mandamus.

The demurrers were rightly sustained.

The first point relied on by the petitioner is without merit. As we have already said in discussing the bill in equity, the trustees by reinstating the petitioner because of doubt concerning the validity of the notice were not precluded from proceeding anew under a valid notice.

The allegations in the petition do not show noncompliance by the trustees with the provision of G.L. (Ter. Ed.) c. 31, s. 43, as it then read, with respect to giving notice of their decision within three days after the hearings.<sup>7</sup> Of course, if there had been no compliance with this provision, the petitioner could invoke the remedy afforded by mandamus. *Peckham v. Mayor of Fall River*, 257 Mass. 545. *Lowry v. Commissioner of Agriculture*, 302 Mass. 111, 116. *Murphy v. Third District Court of Eastern Middlesex*, 316 Mass. 663, 665. But if the requirements of s. 43 have been satisfied, the only remedy open to the person removed is the review in the District Court provided by s. 45. *Nevins v. Board of Public Welfare of Everett*, 301 Mass. 502, 504, and cases cited. The petition, however, reveals that the petitioner was notified of the decision of the trustees within three days after the termination of the hearings. The hearing contemplated by s. 43 "is in the nature of a judicial investigation." *Selectmen of Milton v. Justice of the District Court of East Norfolk*, 286 Mass. 1, 5. *Daley v. District Court of Western Hampden*, 304 Mass. 86, 95. Traditionally in proceedings of a judicial character counsel are given an opportunity to sum up or argue after the evidence is in. The hearings, therefore, were terminated on August 7 when the arguments were concluded rather than on August 2 when the taking of evidence was completed. Notice of the decision on August 10 constituted compliance with the statute. *Daley v. District Court of Western Hampden*, 304 Mass. 86, 93-94.

The allegations in the petition to the effect that the trustees were not legally qualified and therefore were without authority to remove the petitioner do not make out a case for relief by mandamus. As we have previously observed in discussing the bill in equity, the authority of the trustees to act could not be questioned collaterally. This principle is none the less applicable where the authority of an officer to act is challenged in mandamus proceedings. *Seigny v. Lizotte*, 260 Mass. 296. Even a direct attack on



the title to an office cannot be made in such proceedings when, as here, the petitioner does not claim title for himself. *Sevigny v. Russell*, 260 Mass. 294, 295. *Wardwell v. Loggat*, 291 Mass. 428, 431.

The petitioner has appealed from the denial of his motion to amend his petition. After comparing the proposed amended petition with the original petition we are of opinion that the judge's discretion in denying the motion was not improperly exercised.

Interlocutory decree and order affirmed.  
Final decree affirmed with costs.  
Judgment affirmed.

W.F.A. Graham, for the plaintiff-petitioner.  
M.T. Silverstein, for the defendants-respondents.

#### NOTES

1. The trustees originally named were William R. Grout, Charles H. Davis, Edgar F. Mitchell, Percy R. Bradbrook and Raleigh McKerrall. By amendment Joseph Deleore, John L. Lemieux, Henry E. Wells, William O. Lea Pierre, and William F. Ryan were substituted as defendant trustees. Upon a suggestion of death of Mayor Frank E. Lewis, acting Mayor Ambrose T. English was substituted as a party defendant. Subsequently James R. Reynolds as mayor of Everett was substituted for English.

2. According to the bill the appointment of these trustees was illegal because there had been no compliance with the provision of the city charter of Everett which requires that those nominated for offices must be confirmed by the board of aldermen by an aye and nay vote.

3. According to the allegations in the mandamus petition the hearings before the trustees had then been completed and the trustees on August 10, 1945, had notified the petitioner in writing of their decision which, after reciting the findings of the trustees, stated that a majority of them had voted to remove him.

4. By an interlocutory decree entered June 29, 1945, the pleadings were ordered to be completed on or before July 6, 1945. The demurrer and the answer were filed on July 13, 1945. The answer was filed by leave of court but no leave for the late filing of the demurrer appears to have been obtained.

5. Mass. Adv. Sh. (1947) 1251, 1254-1255.

6. See now G.L. (Ter. Ed.) c. 31, s. 43 (b), as appearing in St. 1945, c. 667, s. 1.

7. General Laws (Ter. Ed.) c. 31, s. 43, provided that "the person sought to be removed, suspended, lowered or transferred. . . shall be notified, in writing within three days after the hearing, of the decision of such officer or board."



Henry F. Barry vs. Civil Service Commissioners

Suffolk. October 7, 1948. - - December 2, 1948

Present: Qua, C. J.; Lummus, Dolan, Wilkins,  
& Williams, J. J.

(323 Mass. 431)

Civil Service. Certiorari.

Certiorari case heard in the Superior Court by Donahue, J.

WILLIAMS, J. This is a petition for a writ of certiorari against the members of the civil service commission to quash their action in re-marking on appeal the civil service examination of one Timothy F. Regan. On July 12, 1946, the petitioner; who was then a supervisor of attendance, Boston school department, took a "promotional examination" for the office of head supervisor of attendance in said department, conducted by the director of civil service. The examination was also taken by said Timothy F. Regan, who was the supervisor of licensed minors, Boston school department. The petitioner received a mark of 91.30 and Regan a mark of 88.08. Each applicant after a review by the director appealed to the commission for a re-marking of his examination papers. The appeal of the petitioner for such a re-marking was denied, but Regan's mark was raised by the commission to 95.24. The petitioner alleges five errors of law committed by the commission in dealing with Regan's appeal. After a hearing on the petition and return, the petition was "denied" by the judge in the Superior Court and is before us on appeal.

The petitioner has not questioned the sufficiency or competence of the return, and averments of the petition not supported by the return are to be disregarded. The return itself is to be accepted as true concerning all matters within the jurisdiction of the respondents. *Newcomb v. Aldermen of Holyoke*, 271 Mass. 565, 567. We proceed to consider the questions of law raised by the petition without determining whether the petitioner is such a "person aggrieved" (G.L. (Ter. Ed.) c. 31, s. 2 (b), as appearing in St. 1945, c. 725, quashed (see, however; *American Can Co. of Massachusetts v. Milk Control Board*, 313 Mass. 156; *Ash v. Civil Service Commissioner*, 215 Iowa, 908.)

The petitioner's first contention is that Regan falsified his address in his application for the appointment by stating that he lived at 4A Weld Avenue, Roxbury District, Boston, Mass. According to the return there

was not a statement by Regan in his application as to his residence nor in answer to any question appearing on the application blank was he required to give one. He stated that his domicile was in Boston at 4-A Wold Avenue and that the address to which he wished to have his notices sent was 25 Warrenton Street, Boston.

Secondly, the petitioner contends that Regan's position as supervisor of licensed minors was not similar in salary and duties to that of supervisor of attendance and that the examination being promotional in character, was not available to Regan. We have no evidence as to the respective duties attached to the present offices held by the petitioner and Regan. By G.L. (Ter. Ed.) c. 31, s. 1, as appearing in St. 1945, c. 703, s. 1, "Promotion" is defined as "a change from the duties of one grade to the duties of a higher grade in the same or a different class as determined by the director." The statutory definitions of the terms "Grade" and "Class" are stated in G.L. (Ter. Ed.) c. 31, s. 1, as appearing in St. 1945, c. 703, s. 1. "... all promotions in the official service shall be made after a competitive promotional examination open in succession to those who have been employed for at least one year in the next lower grades, as determined by the director." G.L. (Ter. Ed.) c. 31, s. 15, paragraph B, as appearing in St. 1946, c. 103. It does not appear that there was error by the director in allowing Regan to apply for the promotion. It was the duty of the director to determine what applicants were employed "in the next lower grades" and therefore entitled to take the promotional examination.

The third contention is that the respondents failed to comply with the law in that they did not find that it was error, mistake, or bad faith that caused them to alter the mark of Regan and that they did not state in their record specific reasons for the change of marking. See G.L. (Ter. Ed.) c. 31, s. 2(b), as appearing in St. 1945, c. 725, s. 1. The return of the commissioners states that the increase in marking of certain answers by Regan was made because "the applicant submitted authority to substantiate the correctness of his answers." This implies a finding of either error or mistake in the original markings and seems to be sufficient to justify the change made by the commission and to satisfy the statute.

Fourth contention of the petitioner is that different standards were used in marking the examination papers of the two applicants. By G.L. (Ter. Ed.) c. 13, s. 6, as appearing in St. 1939, c. 238, s. 7, the marking of civil



service examination papers is made a function of the director with the aid of authorized examiners. There is a right of appeal to the commissioners. G.L. (Ter. Ed.) c. 31, s. 12A, inserted by St. 1945, c. 704, s. 2. "Examinations shall be conducted under the direction of the director, who shall determine the form, method and subject matter thereof... The director shall determine the scope and weight of examinations." G.L. (Ter. Ed.) c. 31, s. 10, as appearing in St. 1939, c. 498, s. 2. In determining the accuracy of answers and the proper marks to be awarded the director is given broad discretionary powers administrative in nature to make findings of fact. See *Attorney General v. Mayor & Aldermen of Northampton*, 143 Mass. 589; *McDonald v. City Manager of Fall River*, 273 Mass. 368. On appeal the respondents are vested with similar powers subject to c. 31, secs. 2(b), 12A. A writ of certiorari does not ordinarily lie to correct findings of fact. *Towhbury v. County Commissioners of Middlesex*, 117 Mass. 563. The return before us does not disclose any impropriety of method or the employment of double or inconsistent standards.

The fifth contention is that the petitioner, after request, was denied an opportunity to inspect Regan's examination papers. General Laws (Ter. Ed.) c. 31, s. 4, provides: "... all applications and examination papers, shall be kept on file and shall be open to public inspection under the rules of the Commission" approved by the Governor and Council. The rules of the commission pertaining to such inspection, if any exist, have not been brought to our attention, but the petitioner has not been harmed, as the papers so far as material to the issues here raised are set forth in the respondents' return.

It appears from the record that "After hearing the petition is denied." As was said in *Reardon v. Director of Civil Service*, 318 Mass. 173, "this seems to have been intended as a final judgment dismissing the petition," and we so construe it.

Judgment affirmed.

A. West, for the petitioner  
 R. Clapp, Assistant Attorney General for the respondents,  
 T. M. Burke, by leave of court, submitted a brief as  
 amicus curiae.

JAMES F. MURPHY vs. DIRECTOR OF CIVIL SERVICE.

Suffolk. October 8, 1948.- November 2, 1948.

(323 Mass. 352)

Present: Qua, C.J., Lummus, Dolan, Wilkins, & Williams, JJ.

Equity Jurisdiction, To enjoin action by public officer. Civil Service.

Suit in equity heard in the Superior Court by Donahue, J.

WILLIAMS, J. The plaintiff has appealed from decrees, entered by order of a judge of the Superior Court, sustaining a demurrer to the plaintiff's bill in equity and dismissing the bill. The bill seeks to enjoin the defendant from establishing a list of eligibles for promotion to the position of sergeant in the police department of the city of Cambridge until the civil service commission has established a rule providing for preference in promotion to veterans. It is alleged that the petitioner took an examination for promotion on July 29, 1947; that he is a veteran; that he has requested the civil service commission to make a rule providing for preference to veterans in promotion as provided by G.L. (Ter. Ed.) c. 31, s 3, cl. 1 (g), as appearing in St. 1945, c. 702; that the commission has neglected and refused to do so; that he has filed a petition for a writ of mandamus against the said civil service commission to compel the commission to comply with the aforesaid statute; and that he will be irreparably damaged if a list of eligibles is established before a rule is established. The defendant's demurrer avers generally that the plaintiff is entitled to no relief in equity against the defendant.

The director is a public officer with duties specifically imposed by the Legislature in G.L. (Ter. Ed.) c. 13, and c. 31. Having conducted an examination to establish a list of eligibles for the promotion in question, he is required to establish such a list and, upon requisition, to certify the names of the persons eligible to the proper appointing authorities: G.L. (Ter. Ed.) c. 31, s 2A (g), as appearing in St. 1945, c. 725, s 2. Unless he proposes to act under a void or unconstitutional statute, equity will not interfere to enjoin him from carrying out his duties even though thereby the plaintiff as it is alleged may be irreparably damaged. *Carlton v. Salem*, 103 Mass. 141. *Larcom v. Olin*, 160 Mass. 102, 110. *Morley v. Police Commissioner of Boston*, 261 Mass. 269, 278. *Mullholland v. State Racing Commission*, 295 Mass. 286, 291, 292. *Criscuolo v. Department of Public Utilities*, 302 Mass. 438, 440.



The plaintiff makes no contention that the statutes under which the defendant derives his authority are either void or unconstitutional. His grievance relates to the failure of the civil service commissioners, over whom the director has no control, to establish a rule as contemplated by the statute. See *MacCarthy v. Director of Civil Service*, 319 Mass. 124, 126. Clearly the plaintiff is entitled to no relief against the director.

Decrees affirmed.

W. J. McCluskey, for the plaintiff.

R. Clapp, Assistant Attorney General, for the defendant.

# EXTENSIONS OF CIVIL SERVICE

The following positions were placed under civil service by the acceptance by the vote of the people of the provisions of General Laws, Chapter 31, Section 49A:-

Cohasset Town Accountant  
Norton Chief of Fire Department

Other extensions were as follows:

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
Appellate Tax Board, Legal Assistant	St. 1948, c. 226	1
Attorney General, Director of Division of Collections	St. 1948, c. 410	1 1
Public Safety, Supervisor of State Police Detective Bureau	St. 1948, c. 387	1
Public Safety, Supervisor of State Police Detective Inspectors	St. 1948, c. 387	1
Billerica, Tire Service	G. L., c. 31, s. 47	98
Easthampton, Janitors of School Buildings	C. L., c. 31, s. 47	6
Great Barrington Fire District, Chief Engineer	G. L., c. 31, s. 48	1
Holliston Police	St. 1948, c. 59	5
Medfield Police	St. 1948, c. 47	5
Millbury, Office of Veterans' Agent	St. 1948, c. 233	1
Provincetown Police	G. L., c. 31, s. 47	7
Salem, Office of Superintendent of the City Infirmary	St. 1948, c. 244	1
Weymouth Labor Service	G. L., c. 31, s. 47	76

The total number of persons taken under civil service by the preceding extensions:

206



CLASSIFICATION

Classification plans have been completed for the following services and each employee has been notified of his rating, as well as the appointing authority:-

<u>Service</u>	<u>Number Affected</u>
Boston Institutions Department	
Long Island Hospital	279
Billerica Entire Service	61
Malden Entire Service	465
Weymouth Labor Service	76
Worcester Entire Service	<u>2,602</u>

The total number of persons affected by these classification plans:-	3,483
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Of the number of persons whose classifications were established by the Director of Civil Service, only five appealed their classifications to the Civil Service Commission, as follows:

Boston Institutions Department	1
Long Island Hospital	1
Malden	1
Quincy	3

STATISTICS

NON-COMPETITIVE OR QUALIFYING

EXAMINATIONS AUTHORIZED

1. Promotional qualifying examinations were authorized under General Laws, Chapter 31, section 15, paragraph A.

The persons for whom such examinations were authorized were the oldest, second oldest or third oldest employees in length of service who were willing to accept, and who had been employed in the next lower grade at least three years. (The average length of service of these persons was sixteen years, two months, at the date of authorization.)

331

2. Other qualifying examinations under Chapter 31.

A. Under Section 47A.

142

B. Under Section 47B.

6

C. Under Section 48.

Qualifying examinations for positions of chiefs of police or fire departments which were placed under civil service by vote of the municipality and the incumbents subjected to qualifying examinations.

7

D. Under Section 49A.

Qualifying examinations for offices placed under civil service, and the continuance of the incumbents in the office made subject to qualifying examination, by vote of the municipality.

3

E. Under section 15 (A)

Non-competitive examinations held in cases where at least one open competitive examination had been held, and no suitable eligible list was established as a result.

8

F. Under Section 15 (B)

Qualifying examinations for positions placed under civil service as provided in section 15, clause (B).

1



3.	Qualifying examinations under special legislation. Qualifying examinations given because of positions being placed under civil service by statutes which provided that the incumbents be given such examinations.	20
4. A.	Veterans' promotional qualifying examinations in accordance with section 3D, Chapter 708, Acts of 1941, as amended.	6
B.	Veterans' promotional qualifying examination in accordance with section 5, Chapter 708, Acts of 1941, as amended.	1
	Total	<u>525</u>

#### NUMBER OF PERSONS ON MILITARY LEAVE

State	292
Boston	194
Other Cities & Towns	452
Total	<u>938</u>

#### NUMBER OF PERSONS REINSTATED AFTER MILITARY LEAVE

State	25
Boston	23
Other Cities & Towns	56
Total	<u>104</u>

NUMBER OF PERSONS WHO TOOK PROMOTIONAL EXAMINATIONS WHILE IN MILITARY SERVICE: 5

NUMBER OF CASES WHERE RIGHTS OF PERSONS IN MILITARY SERVICE WERE PREJUDICED BY SUCH SERVICE AND CORRECTED BY THE DIRECTOR WITH THE APPROVAL OF THE GOVERNOR AND COUNCIL UNDER CHAPTER 708, ACTS OF 1941, AS AMENDED: 22

NUMBER OF CASES ON WHICH SENIORITY OF PERSONS WHO SERVED IN MILITARY SERVICE WAS ADJUSTED BY THE DIRECTOR UNDER AUTHORITY OF CHAPTER 11, ACTS OF 1947: 48

# APPEALS

Appeals from mark in written examinations	1,112
Director approved increase in mark	240

## CASES ON APPEAL FROM DECISION OF DIRECTOR TO COMMISSION

Number of cases considered	350
Number of cases denied	214
Number of cases granted	136

## NUMBER OF APPLICATIONS FILED

<u>Official Service</u>	<u>Labor Service</u>	<u>Total</u>
24,581	11,087	35,668

## NUMBER OF REQUISITIONS RECEIVED

<u>OFFICIAL SERVICE</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>
State	4,271	3,680	7,951
Boston	1,058	1,391	2,449
Other Cities & Towns	5,595	3,253	8,848
Total	10,924	8,324	19,248

## LABOR SERVICE

State	393	1,118	1,511
Boston	950	1,347	2,297
Other Cities & Towns	1,815	3,382	5,197
Total	3,158	5,847	9,005



NUMBER OF PERSONS CERTIFIED

<u>OFFICIAL SERVICE</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>
State	17,302	7,333	24,635
Boston	3,233	1,732	4,965
Other Cities & Towns	<u>8,442</u>	<u>1,574</u>	<u>10,016</u>
Total	28,977	10,639	39,616

LABOR SERVICE

State	2,003	3,503	5,506
Boston	3,231	6,350	9,581
Other Cities & Towns	<u>5,072</u>	<u>11,625</u>	<u>16,697</u>
Total	10,306	21,478	31,784

NUMBER OF PROVISIONAL APPOINTMENTS APPROVED

<u>OFFICIAL SERVICE</u>	<u>Pending Examination</u>	<u>Temporary</u>	<u>Total</u>
State	862	10,132	10,994
Boston	269	2,944	3,213
Other Cities & Towns	<u>1,517</u>	<u>5,412</u>	<u>6,929</u>
Total	2,648	18,488	21,136

LABOR SERVICE

State	113	113
Boston	1,491	1,491
Other Cities & Towns	<u>3,244</u>	<u>3,244</u>
Total	4,848	4,848

NUMBER OF TRANSFERS

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
State	1,282	4	1,286
Boston	156	88	244
Other Cities & Towns	<u>274</u>	<u>18</u>	<u>292</u>
Total	1,712	110	1,822

NUMBER OF PHYSICAL EXAMINATIONS

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
Number Examined	4,884	3,592	8,476
Number Passed	4,375	3,378	7,753

NUMBER OF APPLICATIONS CANCELLED BECAUSE OF  
POLICE OR COURT RECORD

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
State	42	8	50
Boston	31	35	66
Other Cities & Towns	<u>26</u>	<u>117</u>	<u>143</u>
Total	99	160	259

NUMBER OF PERSONS APPEARING AT INFORMATION DESKS

<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>Total</u>
69,720	42,505	112,225

NUMBER OF HEARINGS HELD BY DIRECTOR OR REPRESENTATIVE	6,500
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NUMBER OF PERSONS APPEARING AT DIRECTOR'S OFFICE	25,275
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NUMBER OF PAPERS EXAMINED BY APPLICANTS	5,565
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NUMBER OF PAPERS EXAMINED BY PERSONS OTHER THAN APPLICANTS	56
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NUMBER OF PAPERS EXAMINED BY APPOINTING OFFICIALS OR BY THEIR AUTHORIZED AGENTS	14
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NUMBER OF PAPERS SENT TO CIVIL SERVICE REPRESENTATIVES UPON REQUEST OF APPLICANTS	773
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PRACTICAL TESTS

OFFICIAL SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Swimming and Lifesaving	Leader of Recreational Athletics	3	2
		<hr/>	<hr/>
Totals		3	2

LABOR SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Automobile Mechanic	Boston	25	4
Carpenter	Cambridge	2	3
Groundman	Peabody	3	1
Lifeguard	Boston	152	29
Lifeguard	Brockton	24	2
Lifeguard	Cambridge	16	-
Lifeguard	Springfield	9	-
Motor Equipment Operator, Grade III	Peabody	5	-
Motor Equipment Repairman	Boston	19	6
Motor Equipment Repairman	Cambridge	11	8
Motor Equipment Repairman	Quincy	10	2
Sign Painter	Boston	1	-
Sign Painter	Fall River	1	-
Sign Painter	Somerville	-	1
Steam Fitter	Cambridge	<hr/> 3	<hr/> 1
Totals		281	57

SUMMARY OF LABOR SERVICE

NUMBER APPOINTED FROM ELIGIBLE LISTS OR PROMOTED

SERVICE	Permanent			Temporary			Promotions
	Vet.	Civ.	Fem.	Vet.	Civ.	Fem.	
STATE	111	4	15	522	41	89	79
BOSTON	209	42	92	1,235	84	85	286
OTHER CITIES AND TOWNS	834	164	169	2,007	608	99	621
TOTALS	1,154	210	276	3,764	733	273	986
GRAND TOTALS		1,640			4,770		986

SERVICE	TOTAL NUMBER APPOINTED
STATE	861
BOSTON	2,033
OTHER CITIES AND TOWNS	4,502
TOTAL	7,396
GRAND TOTAL	7,396



SUMMARY OF LABOR SERVICE - TEN-YEAR COMPARATIVE TABLE

NUMBER APPOINTED FROM ELIGIBLE LISTS OR PROMOTED								
YEAR	PERMANENT APPOINTMENTS			TEMPORARY APPOINTMENTS			PROMOTIONS	TOTAL
	VET.	CIV.	FEM.	VET.	CIV.	FEM.		
1948	1,154	210	276	3,764	733	273	986	7,396
1947	989	416	229	2,376	396	295	814	5,515
1946	977	196	151	1,678	398	238	379	4,017
1945	582	459	171	418	426	336	158	2,550
1944	452	352	163	171	291	165	486	2,080
1943	333	481	319	362	389	215	914	3,013
1942	674	282	395	1,020	682	367	388	3,808
1941	236	403	317	1,869	1,293	468	220	4,806
1940								3,490
1939								4,271

SUMMARY OF OFFICIAL SERVICE

SERVICE	NUMBER OF EXAMINATIONS HELD				NUMBER NOTIFIED	NUMBER EXAMINED	
	Entrance	Promotion					
	Comp.	Non-Comp.	Comp.	Qual.		Males	Females
STATE	124	13	103	174	17,083	6,764	6,456
BOSTON	12	30	22	71	2,613	1,851	147
OTHER CITIES AND TOWNS	217	144	115	93	3,069	2,103	461
TOTALS	353	187	240	338	22,765	10,718	7,064
GRAND TOTALS		1,118			22,765	17,782	



SUMMARY OF OFFICIAL SERVICE - TEN-YEAR COMPARATIVE TABLE

YEAR	NUMBER OF EXAMINATIONS HELD				NUMBER NOTIFIED	NUMBER EXAMINED	
	Entrance		Promotion			Males	Females
	Non-		Comp.	Qual.			
	Comp.	Comp.					
1948	353	187	240	338	22,765	10,718	7,064
1947	364	29	273	372	32,757	22,014	3,335
1946	285	134	218	458	19,144	9,812	4,925
1945	65	157	69	185	5,590	1,208	3,136
1944	183	123	205	241	6,669	3,713	1,569
1943	181	331	146	317	10,722	4,919	1,126
1942	278	203	153	54	18,636	9,248	4,511
1941	276	152	149	70	41,598	17,996	13,432
1940	200	49	161	41	36,447	10,683	10,637
1939	217	36	117	56	62,975	30,224	20,973

# RESULTS OF LISTS ESTABLISHED

SERVICE	NUMBER OF LISTS ESTABLISHED		NUMBER OF APPLICANTS NOTIFIED	NUMBER EXAMINED		NUMBER PASSED						NUMBER FAILED
						MALES			FEMALES			
	ENTRANCE	PROMOTION		MALES	FEMALES	DISABLED VETERANS	VETERANS	CIVILIANS	DISABLED VETERANS	VETERANS	CIVILIANS	
STATE	173	105	23,617	13,160	3,913	297	4,126	2,086	5	55	2,243	8,261
BOSTON	17	29	2,893	2,199	128	15	531	592	-	2	89	1,098
OTHER CITIES AND TOWNS	181	133	3,860	2,427	858	165	362	1,194	7	19	567	971
TOTALS	371	267	30,370	17,786	4,899	477	5,019	3,872	12	76	2,899	10,330
GRAND TOTALS	638		30,370	22,685			9,368			2,987		10,330



# RESULTS OF LISTS ESTABLISHED --- FOUR YEAR COMPARATIVE TABLE

YEAR	NUMBER OF LISTS ESTABLISHED		NUMBER OF APPLICANTS NOTIFIED	NUMBER EXAMINED		NUMBER PASSED							NUMBER FAILED
	ENTRANCE	PROMOTION		MALES	FEMALES	MALES			FEMALES				
						DISABLED VETERANS	VETERANS	CIVILIANS	DISABLED VETERANS	VETERANS	CIVILIANS		
1948	371	267	30,370	17,786	4,899	477	5,019	3,872	12	76	2,899	10,330	
1947	359	274	26,779	15,395	4,266	622	4,202	3,396	9	134	2,380	8,918	
1946	131	146	6,671	4,401	632	110	748	1,259	-	8	397	2,511	
1945	117	114	8,141	2,094	4,328	57	158	1,020	1	9	3,011	2,166	

SUMMARY OF OFFICIAL SERVICE - TEN-YEAR COMPARATIVE TABLE

NUMBER PASSED

YEAR	MALES			FEMALES			TOTAL
	Dis.	Vets.	Civs.	Dis.	Vets.	Civs.	
	Vets.	Vets.	Civs.	Vets.	Vets.	Civs.	
1948	477	5,019	3,872	12	76	2,599	12,355
1947	622	4,202	3,396	9	134	2,380	10,743
1946	110	748	1,259	-	8	397	2,522
1945	57	158	1,020	1	9	3,011	4,256
1944	45	252	2,190	1	3	2,313	4,804
1943	26	252	2,837	2	2	790	3,909
1942	46	287	4,239	-	-	2,470	7,042
1941	99	508	8,195	-	-	9,537	18,339
1940	51	339	3,743	-	-	5,637	9,770
1939	107	839	8,467	-	-	7,352	16,765



NUMBER APPOINTED OR PROMOTED FROM ELIGIBLE LISTS - OFFICIAL SERVICE

SERVICE	PERMANENT					TEMPORARY					PROMOTIONS	TOTAL
	DISABLED VETERANS	VETERANS	CIVILIANS		FEMALES	DISABLED VETERANS	VETERANS	CIVILIANS		FEMALES		
STATE	119	385	118		302	27	180	52		118	1,235	2,536
BOSTON	102	804	41		110	28	120	18		179	217	1,619
OTHER CITIES AND TOWNS	177	1,872	383		319	28	162	84		199	798	4,022
TOTALS	398	3,061	542		731	83	462	154		496	2,250	8,177
GRAND TOTALS		4,732					1,195				2,250	8,177

SUMMARY OF OFFICIAL SERVICE - TEN YEAR COMPARATIVE TABLE

NUMBER APPOINTED OR PROMOTED FROM ELIGIBLE LISTS										
YEAR	PERMANENT APPOINTMENTS				TEMPORARY APPOINTMENTS				PROMOTIONS	TOTAL
	DIS. VET.	VET.	CIV.	FEM.	DIS. VET.	VET.	CIV.	FEM.		
1948	398	3061	542	731	83	462	154	496	2,250	8,177
1947	161	1891 <sup>1</sup>	636	1155	21	79	52	184	1,790	5,969
1946	23	821	899	746	5	121	98	249	508	3,470
1945	31 <sup>1</sup>	190	1017	525	35	42	210	153	744	2,947
1944	35	179 <sup>1</sup>	1416	638	8	44	379	255	881	3,835
1943	18	188 <sup>1</sup>	1175	645	3	35	822	344	900	4,130
1942	35	115 <sup>2</sup>	1265	925	8	27	702	731	961	4,771
1941	45	181	1092	926	9	68	617	1194	551	4,683
1940	57	208	940	882	10	96	632	1178	483	4,486
1939	116	272	888	713	13	129	642	1309	413	4,495

RAISED FIGURES REPRESENT FEMALE VETERANS.



### SEPARATIONS FROM SERVICE

Separations from the service have been reported by department heads as follows:

<u>Cause of Separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities</u>	<u>Total</u>
Resignation	393	77	901	1,371
Death	35	35	278	348
Retirement	78	70	742	890
Position abolished	1	1	7	9
Discharged during probationary period	-	6	10	16
Military service	4	1	30	35
Sickness	36	22	208	266
Leave of absence	208	7	216	431
Lack of work or funds	-	-	134	134
Cause	<u>8</u>	<u>23</u>	<u>75</u>	<u>111</u>
<u>Totals</u>	763	247	2,601	3,611

REINSTATEMENTS

Reinstatements have been made as follows:

<u>Cause of separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities</u>	<u>Total</u>
Resignation	24	12	49	85
Retirement	-	-	1	1
Position abolished	-	1	3	4
Discharged during probationary period	-	-	-	-
Military service	25	23	56	104
Sickness	112	13	208	333
Leave of absence	70	6	104	180
Lack of work or funds	3	-	187	190
Cause	<u>3</u>	<u>5</u>	<u>49</u>	<u>57</u>
<u>Totals</u>	237	60	657	954



NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
Commonwealth	2,722	4,742	2,382	63	403	1
<u>CITIES</u>						
Attleboro	74	6	63	-	2	-
Beverly	168	35	101	1	5	-
Boston	3,587	1,923	3,925	51	312	1
Brockton	270	113	171	3	6	-
Cambridge	489	177	408	6	18	-
Chelsea	222	32	140	-	11	-
Chicopee	237	41	109	-	14	-
Everett	267	53	170	1	14	1
Fall River	378	99	484	2	13	1
Fitchburg	151	56	125	-	2	1
Gardner	68	16	42	-	3	-
Gloucester	160	31	97	-	5	-
Haverhill	167	80	142	1	3	-
Holyoke	310	88	211	-	11	-
Lawrence	294	104	276	1	33	1
Loominster	80	25	39	2	6	-
Lowell	383	191	453	11	55	-
Lynn	325	133	476	4	46	-
Malden	237	67	173	3	5	-
Marlboro	68	14	45	-	4	-
Medford	223	68	205	-	33	-
Melrose	83	20	53	1	1	-
New Bedford	354	227	442	8	23	-
Newburyport	52	13	30	-	-	-
Newton	308	130	233	5	14	-

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
<u>Commonwealth</u>	1,046	338	1,772	2	13,471
<u>CITIES</u>					
Attleboro	-	-	-	-	145
Beverly	66	4	108	-	488
Boston	1,537	1,382	3,505	4	16,227
Brockton	249	6	197	-	1,015
Cambridge	331	108	631	-	2,168
Chelsea	89	20	91	-	605
Chicopee	70	69	93	-	633
Everett	332	112	404	-	1,354
Fall River	106	97	297	1	1,478
Fitchburg	124	13	154	-	626
Gardner	73	4	36	-	242
Gloucester	108	2	157	-	560
Haverhill	-	-	-	-	393
Holyoke	299	90	207	-	1,216
Lawrence	257	36	221	-	1,223
Leominster	67	21	36	-	276
Lowell	142	28	388	-	1,656
Lynn	136	110	369	1	1,600
Malden	162	8	158	-	813
Marlboro	26	5	45	-	207
Medford	141	21	478	-	1,169
Melrose	-	-	-	-	158
New Bedford	218	11	472	-	1,755
Newburyport	-	-	-	-	95
Newton	295	27	432	-	1,444



NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
North Adams	62	21	59	-	2	-
Northhampton	51	17	63	-	-	-
Peabody	117	30	85	-	9	-
Pittsfield	169	56	104	-	3	-
Quincy	297	133	234	4	20	-
Revere	169	47	127	-	7	-
Salem	168	40	142	1	5	-
Somerville	258	104	334	1	20	-
Springfield	647	357	655	3	12	-
Taunton	185	63	139	-	7	-
Waltham	159	70	155	2	4	-
Westfield	73	24	54	-	1	1
Woburn	64	20	41	-	3	-
Worcester	624	512	743	12	51	2

TOWNS

Abington	5	1	2	-	-	-
Acton	-	1	1	-	-	-
Acushnet	1	1	-	-	-	-
Adams	16	4	9	-	-	-
Agawam	5	1	5	-	1	-
Amesbury	37	3	17	-	-	-
Amherst	1	3	-	-	-	-
Andover	32	2	32	-	-	-
Arlington	175	49	132	2	6	-
Ashland	1	1	-	-	-	-

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
North Adams	40	4	41	-	229
Northampton	46	1	21	-	199
Peabody	53	17	53	-	364
Pittsfield	159	14	99	-	604
Quincy	413	120	563	-	1,784
Revere	121	-	134	-	605
Salem	-	-	-	-	356
Somerville	140	3	296	-	1,156
Springfield	1,226	243	718	1	3,862
Taunton	127	11	130	-	662
Waltham	117	12	278	-	797
Westfield	51	4	39	-	247
Woburn	-	-	-	-	123
Worcester	429	212	881	1	3,467
TOWNS					
Abington	-	-	-	-	8
Acton	-	-	-	-	2
Acushnet	-	-	-	-	2
Adams	-	-	-	-	29
Agawam	-	-	-	-	12
Amesbury	-	-	-	-	57
Amherst	-	-	-	-	4
Andover	-	-	-	-	66
Arlington	22	147	107	-	640
Ashland	-	-	-	-	2



NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
Athol	38	2	18	-	1	-
Auburn	1	2	-	-	-	-
Avon	2	-	-	-	-	-
Ayer	9	1	2	-	-	-
Barnstable	10	4	11	-	-	-
Bedford	1	-	6	-	-	-
Bellingham	2	-	-	-	-	-
Belmont	67	-	45	-	-	-
Berkley	-	1	-	-	-	-
Billerica	10	5	8	1	-	-
Blackstone	-	1	-	-	-	-
Blandford	-	1	-	-	-	-
Bourne	18	2	3	-	-	-
Boxford	-	1	-	-	-	-
Braintree	38	5	16	-	-	-
Bridgewater	7	1	-	-	-	-
Brookfield	1	-	-	-	-	-
Brookline	249	98	215	3	24	-
Burlington	-	1	-	-	-	-
Canton	25	2	11	-	-	-
Carver	1	-	-	-	-	-
Charlton	-	1	-	-	-	-
Chatham	1	-	-	-	-	-
Chelmsford	10	3	4	-	-	-
Cheshire	2	-	-	-	-	-
Clinton	31	1	15	-	-	-
Cohasset	55	1	12	-	-	-
Colrain	1	-	-	-	-	-
Concord	2	3	-	-	-	-
Dalton	6	1	1	-	-	-

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
Athol	-	-	-	-	59
Auburn	-	-	-	-	3
Avon	-	-	-	-	2
Ayer	-	-	-	-	12
Barnstable	-	-	-	-	25
Bedford	-	-	-	-	7
Bellingham	-	-	-	-	2
Belmont	-	-	-	-	112
Berkley	-	-	-	-	1
Billerica	1	-	14	-	39
Blackstone	-	-	-	-	1
Blandford	-	-	-	-	1
Bourne	-	-	-	-	23
Boxford	-	-	-	-	1
Braintree	-	-	-	-	59
Bridgewater	-	-	-	-	8
Brookfield	-	-	-	-	1
Brookline	170	13	302	-	1,074
Burlington	-	-	-	-	1
Canton	-	-	-	-	38
Carver	-	-	-	-	1
Charlton	-	-	-	-	1
Chatham	-	-	-	-	1
Chelmsford	-	-	-	-	17
Cheshire	-	-	-	-	2
Clinton	-	-	-	-	47
Cohasset	-	-	-	-	68
Colrain	-	-	-	-	1
Concord	-	-	-	-	5
Dalton	-	-	-	-	8

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
Danvers	54	5	28	1	-	-
Dartmouth	4	2	-	-	-	-
Dedham	52	7	63	4	-	-
Deerfield	-	1	-	-	-	-
Dennis	-	1	-	-	-	-
Dighton	-	3	-	-	-	-
Douglas	-	1	-	-	-	-
Dracut	-	2	1	-	-	-
Dudley	9	-	7	-	-	-
Duxbury	3	1	1	-	-	-
East Bridgewater	1	1	-	-	-	-
East Longmeadow	1	1	-	-	-	-
Easthampton	64	4	27	-	-	-
Easton	8	3	-	2	-	-
Edgartown	1	1	-	-	-	-
Fairhaven	4	5	-	-	-	-
Falmouth	26	3	9	-	-	-
Florida	-	1	-	-	-	-
Foxboro	3	3	2	-	-	-
Framingham	75	5	46	-	-	-
Franklin	8	2	9	-	-	-
Freetown	1	-	-	-	-	-
Grafton	-	3	-	-	-	-
Granby	-	1	-	-	-	-
Granville	-	1	-	-	-	-
Great Barrington	4	3	4	-	-	-
Greenfield	38	5	20	-	-	-
Groton	-	-	1	-	-	-
Groveland	-	1	-	-	-	-
Hadley	4	-	-	-	-	-



NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
Danvers	-	-	-	-	88
Dartmouth	-	-	-	-	6
Dedham	-	-	-	-	126
Deerfield	-	-	-	-	1
Dennis	-	-	-	-	1
Dighton	-	-	-	-	3
Douglas	-	-	-	-	1
Dracut	-	-	-	-	3
Dudley	-	-	-	-	16
Duxbury	-	-	-	-	5
East Bridgewater	-	-	-	-	2
East Longmeadow	-	-	-	-	2
Easthampton	15	-	17	-	127
Easton	-	-	-	-	13
Edgartown	-	-	-	-	2
Fairhaven	-	-	-	-	9
Falmouth	-	-	-	-	38
Florida	-	-	-	-	1
Foxboro	-	-	-	-	8
Framingham	-	-	-	-	126
Franklin	-	-	-	-	19
Freetown	-	-	-	-	1
Grafton	-	-	-	-	3
Granby	-	-	-	-	1
Granville	-	-	-	-	1
Great Barrington	-	-	-	-	11
Greenfield	-	-	-	-	63
Groton	-	-	-	-	1
Groveland	-	-	-	-	1
Hadley	-	-	-	-	4

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
Hamilton	3	-	-	-	-	-
Hampden	-	1	-	-	-	-
Hanover	1	-	-	-	1	-
Hardwick	2	-	-	-	-	-
Harwich	-	1	-	-	-	-
Hingham	26	4	20	-	-	-
Hinsdale	-	1	-	-	-	-
Holbrook	2	1	-	-	-	-
Holliston	1	1	-	-	-	-
Hopkinton	1	-	-	-	-	-
Hubbardston	-	-	1	-	-	-
Hudson	32	1	17	-	-	-
Hull	94	1	34	-	-	-
Huntington	-	1	-	-	-	-
Ipswich	18	1	2	-	-	-
Kingston	-	1	-	-	-	-
Lakeville	1	-	-	-	-	-
Lancaster	1	-	-	-	-	-
Lanesboro	-	1	-	-	-	-
Lee	4	1	1	-	-	-
Leicester	-	3	-	-	-	-
Leverett	-	1	-	-	-	-
Lexington	14	5	9	-	-	-
Lincoln	-	1	-	-	-	-
Littleton	1	-	-	-	-	-
Longmeadow	1	1	-	-	-	-
Ludlow	14	1	5	-	-	-
Lunenburg	-	1	-	-	-	-
Lynnfield	4	-	2	-	-	-
Manchester	5	2	10	-	-	-

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
Hamilton	-	-	-	-	3
Hampden	-	-	-	-	1
Hanover	-	-	-	-	2
Hardwick	-	-	-	-	2
Harwich	-	-	-	-	1
Hingham	-	-	-	-	50
Hinsdale	-	-	-	-	1
Holbrook	-	-	-	-	3
Holliston	-	-	-	-	2
Hopkinton	-	-	-	-	1
Hubbardston	-	-	-	-	1
Hudson	-	-	-	-	50
Hull	-	-	-	-	129
Huntington	-	-	-	-	1
Ipswich	-	-	-	-	21
Kingston	-	-	-	-	1
Lakeville	-	-	-	-	1
Lancaster	-	-	-	-	1
Lancsboro	-	-	-	-	1
Lee	-	-	-	-	6
Leicester	-	-	-	-	3
Leverett	-	-	-	-	1
Lexington	-	-	-	-	20
Lincoln	-	-	-	-	1
Littleton	-	-	-	-	1
Longmeadow	-	-	-	-	2
Ludlow	-	-	-	-	20
Lunenburg	-	-	-	-	1
Lynnfield	-	-	-	-	6
Manchester	-	-	-	-	17



NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
Mansfield	17	3	5	-	-	-
Marblehead	49	2	29	-	-	-
Marion	-	3	-	-	-	-
Marshfield	1	-	-	-	-	-
Mashpee	-	1	-	-	-	-
Mattapoisett	2	-	-	-	-	-
Maynard	10	-	6	-	1	-
Medfield	1	-	-	-	-	-
Medway	2	-	1	-	-	-
Merrimac	-	-	1	-	-	-
Methuen	62	20	60	1	2	-
Middleboro	1	2	-	-	-	-
Middleton	1	-	-	-	-	-
Milford	41	2	34	-	-	-
Millbury	2	2	1	-	-	-
Millis	3	-	-	-	-	-
Milton	128	53	64	1	-	-
Monson	-	2	-	-	-	-
Montague	10	-	2	-	-	-
Nahant	8	-	7	-	-	-
Nantucket	9	1	2	-	-	-
Natick	46	2	40	-	-	-
Needham	21	3	9	-	-	-
New Braintree	-	1	-	-	-	-
Newbury	-	1	-	-	-	-
Norfolk	1	-	-	-	-	-
North Andover	23	2	8	-	-	-
North Attleboro	40	1	13	-	-	-
North Brookfield	1	-	-	-	-	-
North Reading	-	1	-	-	-	-

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
Mansfield	-	-	-	-	25
Marblehead	-	-	-	-	80
Marion	-	-	-	-	3
Marshfield	-	-	-	-	1
Mashpee	-	-	-	-	1
Mattapoissett	-	-	-	-	2
Maynard	-	-	-	-	17
Medfield	-	-	-	-	1
Medway	-	-	-	-	3
Merrimac	-	-	-	-	1
Methuen	43	5	33	-	226
Middleboro	-	-	-	-	3
Middleton	-	-	-	-	1
Milford	-	-	-	-	77
Millbury	-	-	-	-	5
Millis	-	-	-	-	3
Milton	-	-	-	-	246
Monson	-	-	-	-	2
Montague	-	-	-	-	12
Nahant	-	-	-	-	15
Nantucket	-	-	-	-	12
Natick	-	-	-	-	88
Needham	-	-	-	-	33
New Braintree	-	-	-	-	1
Newbury	-	-	-	-	1
Norfolk	-	-	-	-	1
North Andover	-	-	-	-	33
North Attleboro	-	-	-	-	54
North Brookfield	-	-	-	-	1
North Reading	-	-	-	-	1

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
Northbridge	5	2	-	-	-	-
Norton	-	1	-	-	-	-
Norwell	-	2	-	-	-	-
Norwood	85	25	57	3	2	-
Oak Bluffs	1	-	-	-	-	-
Orange	7	3	2	-	-	-
Oxford	1	2	-	-	-	-
Palmer	19	2	7	-	-	-
Pelham	-	1	-	-	-	-
Pembroke	1	-	-	-	-	-
Plymouth	26	4	21	-	-	-
Provincetown	-	-	5	-	-	-
Randolph	7	2	5	-	-	-
Raynham	-	1	-	-	-	-
Reading	16	6	13	-	-	-
Richmond	1	-	-	-	-	-
Rockland	5	1	7	-	-	-
Rockport	5	1	3	-	-	-
Rowe	1	-	-	-	-	-
Rutland	1	1	-	-	-	-
Salisbury	-	2	-	-	-	-
Saugus	67	15	23	-	2	-
Savoy	-	1	-	-	-	-
Scituate	44	1	19	-	-	-
Seekonk	1	2	-	-	-	-
Sharon	11	-	-	-	-	-
Sheffield	1	-	-	-	-	-
Shirley	-	-	2	-	-	-
Shrewsbury	10	-	6	-	-	-
Somerset	1	2	-	-	-	-



NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
Northbridge	-	-	-	-	7
Norton	-	-	-	-	1
Norwell	-	-	-	-	2
Norwood	50	6	34	-	262
Oak Bluffs	-	-	-	-	1
Orange	-	-	-	-	12
Oxford	-	-	-	-	3
Palmer	-	-	-	-	28
Pelham	-	-	-	-	1
Pembroke	-	-	-	-	1
Plymouth	-	-	-	-	51
Provincetown	-	-	-	-	5
Randolph	-	-	-	-	14
Raynham	-	-	-	-	1
Reading	-	-	-	-	35
Richmond	-	-	-	-	1
Rockland	-	-	-	-	13
Rockport	-	-	-	-	9
Rowe	-	-	-	-	1
Rutland	-	-	-	-	2
Salisbury	-	-	-	-	2
Saugus	-	-	-	-	107
Savoy	-	-	-	-	1
Scituate	-	-	-	-	64
Seekonk	-	-	-	-	3
Sharon	-	-	-	-	11
Sheffield	-	-	-	-	1
Shirley	-	-	-	-	2
Shrewsbury	-	-	-	-	16
Somerset	-	-	-	-	3

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
South Hadley	9	2	6	-	-	-
Southboro	-	1	-	-	-	-
Southbridge	26	4	11	-	-	-
Southwick	-	1	-	-	-	-
Spencer	3	-	3	-	-	-
Sterling	1	-	-	-	-	-
Stockbridge	1	1	-	-	-	-
Stoneham	18	1	14	-	-	-
Stoughton	26	4	5	-	-	-
Stow	-	1	-	-	-	-
Sturbridge	-	1	-	-	-	-
Sutton	-	1	-	-	-	-
Swampscott	67	-	40	-	-	-
Tewksbury	1	-	-	-	-	-
Tisbury	2	2	-	-	-	-
Tyngsboro	1	-	-	-	-	-
Uxbridge	1	-	-	-	-	-
Wakefield	29	4	15	-	-	-
Walpole	16	1	2	-	-	-
Ware	14	2	2	-	-	-
Wareham	-	-	20	1	-	-
Warren	-	2	-	-	-	-
Watertown	188	59	113	4	2	-
Wayland	-	3	-	-	-	-
Webster	34	1	8	-	-	-
Wellesley	36	5	31	-	-	-
Wendell	-	1	-	-	-	-
West Bridgewater	2	4	-	-	-	-
West Brookfield	-	1	-	-	-	-
West Newbury	-	-	1	-	-	-

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
South Hadley	-	-	-	-	17
Southboro	-	-	-	-	1
Southbridge	-	-	-	-	41
Southwick	-	-	-	-	1
Spencer	-	-	-	-	6
Sterling	-	-	-	-	1
Stockbridge	-	-	-	-	2
Stoneham	-	-	-	-	33
Stoughton	-	-	-	-	35
Stow	-	-	-	-	1
Sturbridge	-	-	-	-	1
Sutton	-	-	-	-	1
Swampscott	16	1	9	-	133
Tewksbury	-	-	-	-	1
Tisbury	-	-	-	-	4
Tyngsboro	-	-	-	-	1
Uxbridge	-	-	-	-	1
Wakefield	-	-	-	-	48
Walpole	-	-	-	-	19
Ware	-	-	-	-	18
Wareham	-	-	-	-	21
Warren	-	-	-	-	2
Watertown	125	1	95	-	587
Wayland	-	-	-	-	3
Webster	-	-	-	-	43
Wellesley	-	-	-	-	72
Wendell	-	-	-	-	1
West Bridgewater	-	-	-	-	6
West Brookfield	-	-	-	-	1
West Newbury	-	-	-	-	1



NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
West Springfield	42	4	41	-	-	-
West Stockbridge	1	-	-	-	-	-
Westboro	-	2	-	-	-	-
Westford	2	1	-	-	-	-
Westminster	-	1	-	-	-	-
Weston	7	-	5	-	-	-
Westport	-	-	2	-	-	-
Westwood	2	2	12	-	-	-
Weymouth	79	6	41	-	1	-
Whately	-	-	1	-	-	-
Whitman	-	1	1	-	-	-
Wilbraham	-	1	-	-	-	-
Williamstown	-	3	1	-	-	-
Wilmington	6	2	6	-	-	-
Winchendon	2	2	4	-	-	-
Winchester	32	1	29	-	-	-
Winthrop	46	6	35	-	1	-
Yarmouth	-	2	-	-	-	-

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
West Springfield	-	-	-	-	87
West Stockbridge	-	-	-	-	1
Westboro	-	-	-	-	2
Westford	-	-	-	-	3
Westminster	-	-	-	-	1
Weston	-	-	-	-	12
Westport	-	-	-	-	2
Westwood	-	-	-	-	16
Weymouth	82	2	14	-	225
Whately	-	-	-	-	1
Whitman	-	-	-	-	2
Wilbraham	-	-	-	-	1
Williamstown	-	-	-	-	4
Wilmington	-	-	-	-	14
Winchendon	-	-	-	-	8
Winchester	-	-	-	-	62
Winthrop	-	-	-	-	88
Yarmouth	-	-	-	-	2

NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	OFFICIAL SERVICE					
	Civilians		Veterans		Disabled Veterans	
	Male	Female	Male	Female	Male	Female
Commonwealth	2,722	4,742	2,382	63	403	1
Cities	11,998	5,236	11,553	123	783	8
Towns	2,934	615	1,785	23	44	-
TOTALS	17,654	10,593	15,720	209	1,230	9
GRAND TOTALS	45,415					



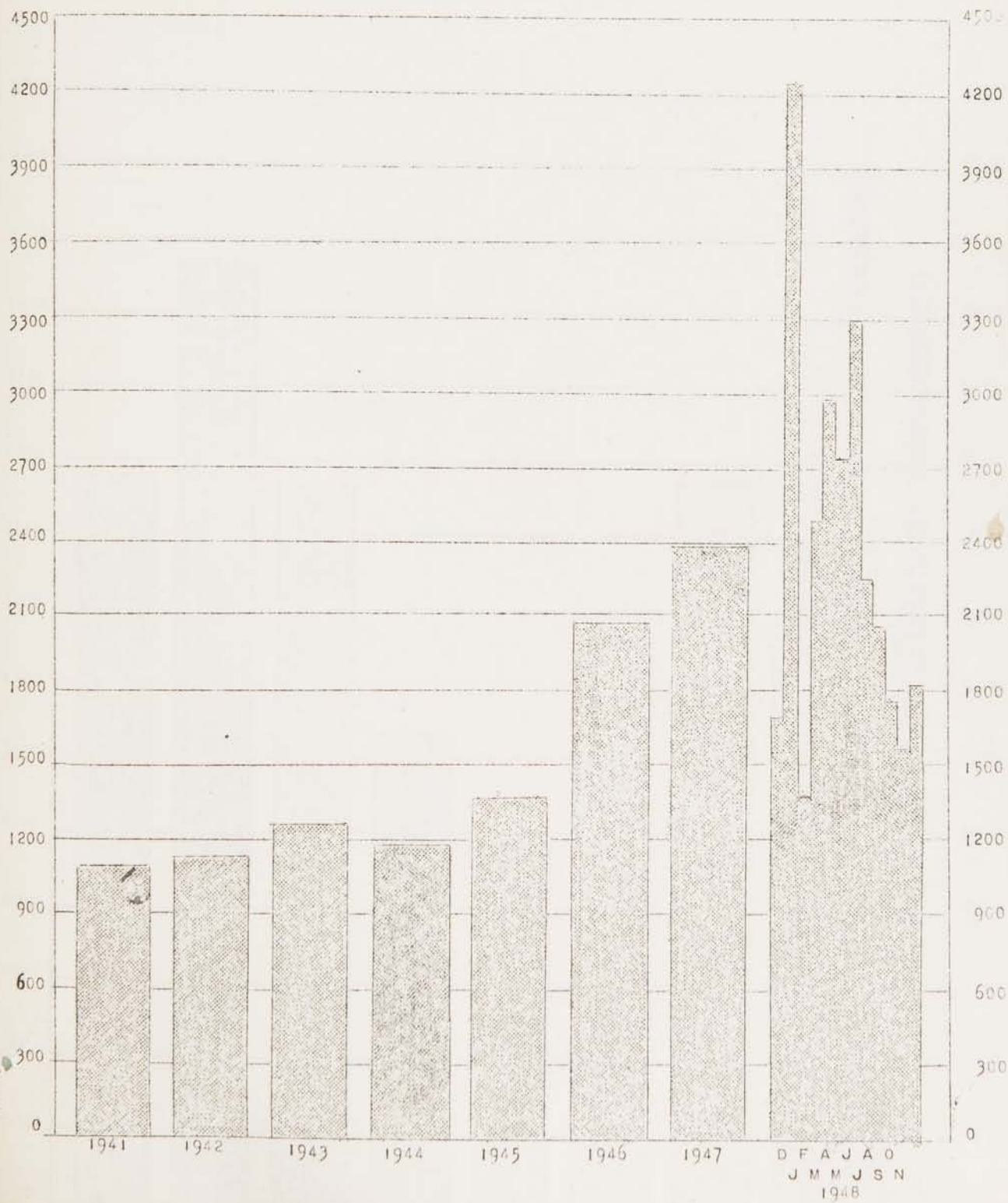
NUMBER OF PRESENT EMPLOYEES  
CLASSIFIED UNDER CIVIL SERVICE RULES

JURISDICTION	LABOR SERVICE				GRAND TOTAL
	Civilians		Veterans		
	Male	Female	Male	Female	
Commonwealth	1,046	338	1,772	2	13,471
Cities	7,750	2,815	11,732	8	52,006
Towns	524	175	625	-	6,725
TOTALS	9,320	3,328	14,129	10	72,202
GRAND TOTALS	26,787				72,202

EMPLOYEES DURING THE TEN YEARS ENDING NOVEMBER 30, 1948

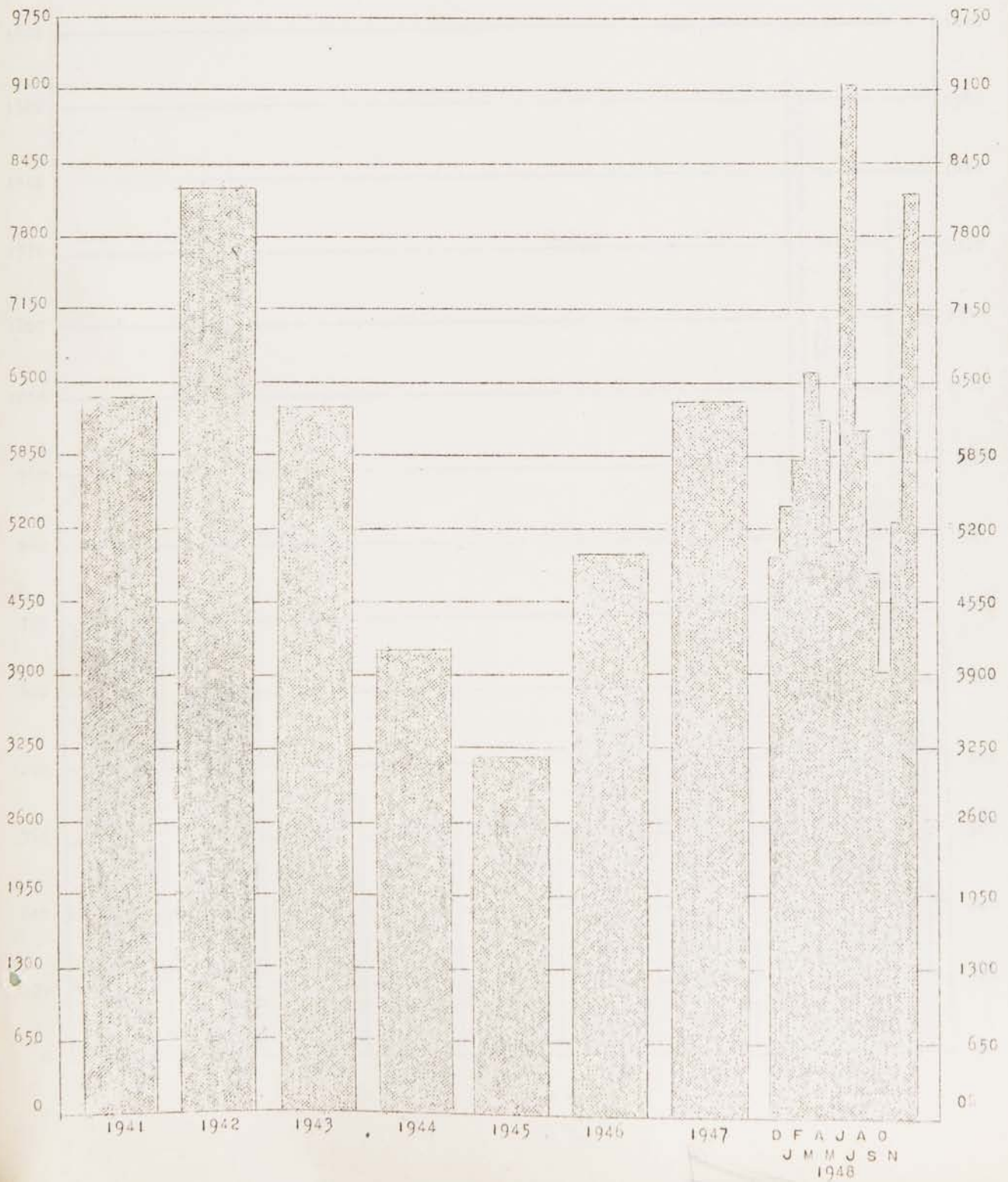
Year	Commonwealth	Cities	Towns	Totals
1948	13,471	52,006	6,725	72,202
1947	12,396	43,983	6,324	62,703
1946	11,536	41,768	5,809	59,113
1945	10,768	37,851	5,227	53,846
1944	10,586	35,756	4,953	51,295
1943	10,357	34,488	4,682	49,527
1942	10,225	33,927	4,597	48,749
1941	11,252	35,374	4,372	50,998
1940	10,017	36,343	4,361	50,721
1939	10,282	35,482	4,062	49,826

NUMBER OF REQUISITIONS RECEIVED  
(PER MONTH)

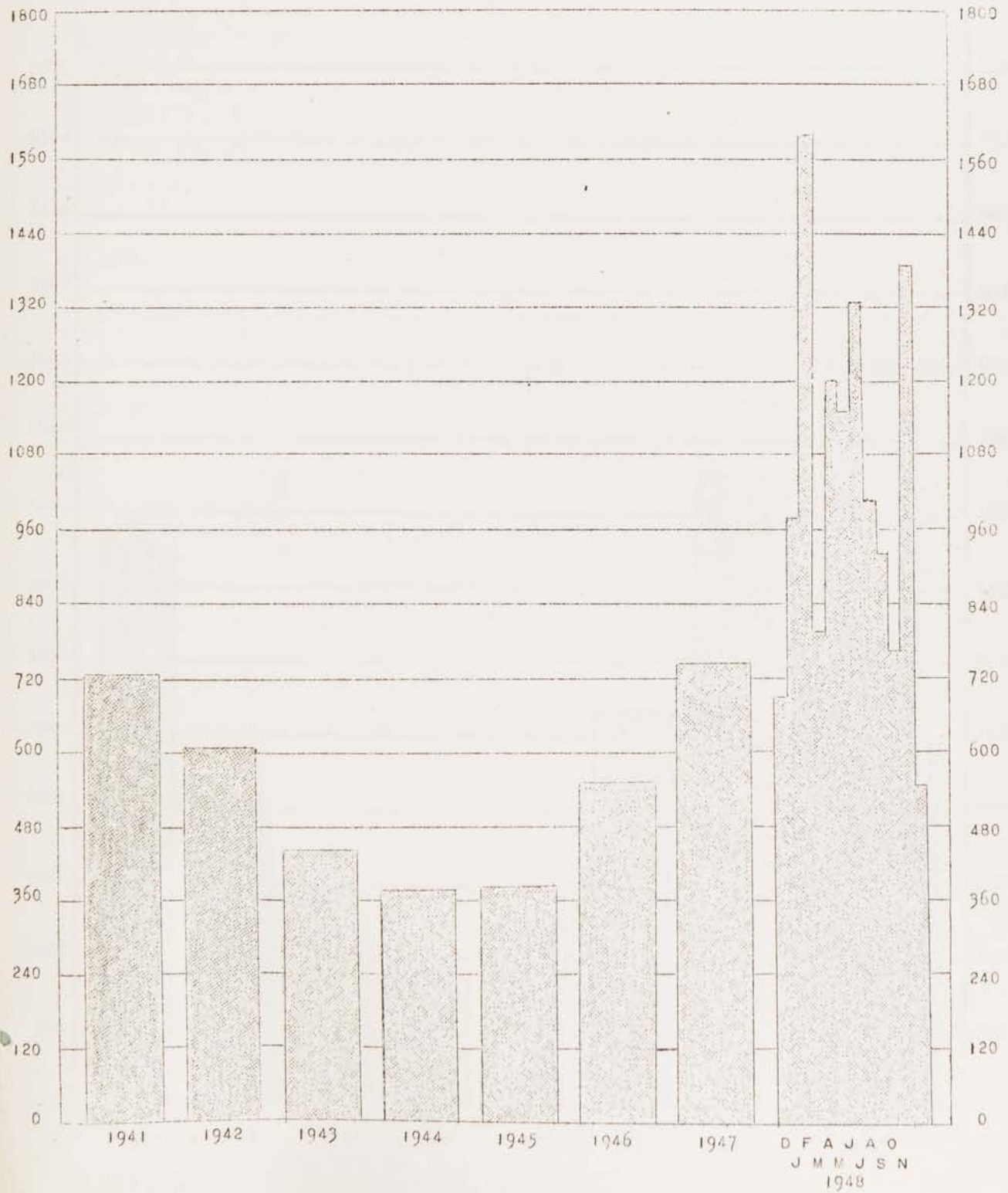




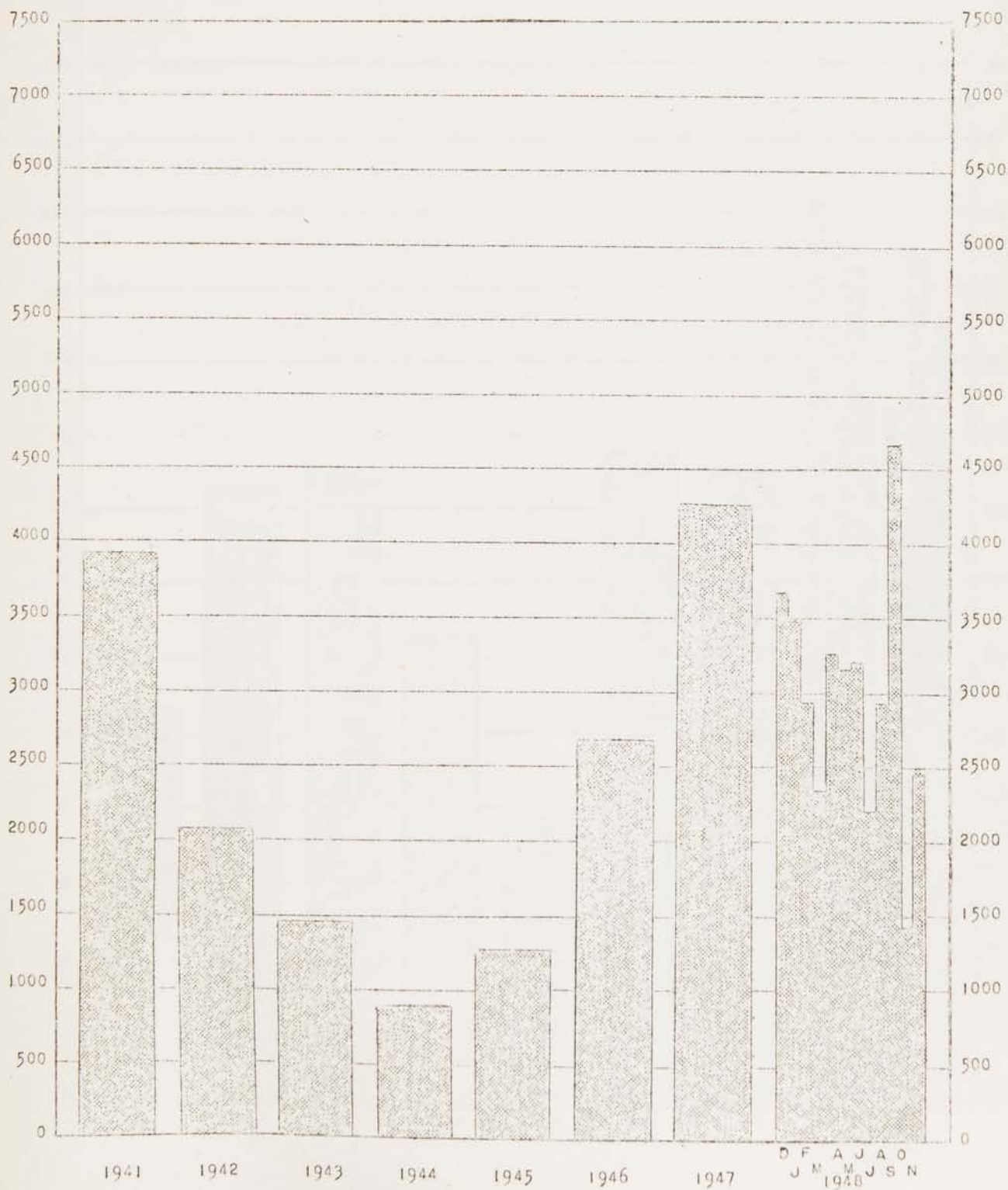
NUMBER OF PERSONS CERTIFIED  
(PER MONTH)



NUMBER OF APPOINTMENTS  
(PER MONTH)



NUMBER OF APPLICATIONS RECEIVED  
(PER MONTH)





# NUMBER OF EXAMINATIONS HELD (PER MONTH)

